

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

MUNICIPAL YEAR 2018-2019

**CHILDREN AND YOUNG PEOPLE
SCRUTINY COMMITTEE**

Date: 11th September 2019

**REPORT OF:
DIRECTOR OF EDUCATION AND
INCLUSION SERVICES**

Agenda Item No.
Impact of the work in the Central South Consortium's business plan on the region and RCT Council

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1. PURPOSE OF THE REPORT

The purpose of this report is to update Members of the contribution of the Central South Consortium (CSC) to raising standards in schools across Rhondda Cynon Taf (RCT).

2. RECOMMENDATIONS

It is recommended that Members:

- 2.1 Receive the content of this report.
- 2.2 Scrutinise and comment on the information provided.
- 2.3 Consider whether they wish to scrutinise in greater depth any matters contained in the report.

3. BACKGROUND

- 3.1 Since 2012, Central South Consortium has delivered aspects of school improvement services on behalf of the five authorities: Bridgend, Cardiff, Merthyr Tydfil, Rhondda Cynon Taf and the Vale of Glamorgan. This covers 391 schools, 30% of Wales' children. It is a growing region with rapidly changing demographic encompassing increasingly diverse communities across the economic sub region. It remains the region with the highest number of children living in poverty, with just under 1 in 5 children claiming free school meals.
- 3.2 The service delivers challenge and support on behalf of the five local authorities, governed through a Joint Committee of Cabinet Members from each authority. The Joint Committee meets regularly and formally approves the annual business plan and budget for the service, holding the service to account in terms of performance and budgetary control.
- 3.3 Scrutiny Committees in each of the five authorities invite the Senior Challenge Adviser attached to the authority to report on the performance of the schools and the contribution of the consortium at any stage during the year. An annual report from the

consortium relating to progress in the previous academic year and priorities for the year ahead is also provided.

4. CENTRAL SOUTH CONSORTIUM BUSINESS PLAN 2019-2020

4.1 The overarching priorities for CSC for 2019/20 were agreed with the Joint Committee on the 19th December 2018. The priorities are:

- Develop a high quality education profession
- Develop inspirational leaders to facilitate working collaboratively to raise standards
- Develop strong and inclusive schools committed to wellbeing, equity and excellence
- Develop robust assessment, evaluation and accountability arrangements supporting self-improving systems
- Provide professional learning opportunities to support the curriculum for Wales
- Improve the effectiveness and efficiency of Central South Consortium

4.2 For each of the priorities there is a detailed operational plan that outlines how and when the aspects of each priority will be delivered. These include key quantitative and qualitative success criteria against which progress is measured. This information is shared regularly with Directors of Education.

4.3 The business plan sets out how we aim to deliver these priorities through effective school self-evaluation and improvement planning, underpinned by building capacity in schools to support other schools through the continued development of the 'Central South Wales Challenge'. This is led by schools and has involved the continued development of evidence based strategies (school improvement groups (SIGs), school improvement hubs and peer enquiry models in which schools can be resourced to work together to share practice across the region.

4.4 'Drive Teams' made up from senior leaders from across the consortium ensure that the operational plans for each priority are implemented and that impact is measured. Half termly reviews including an impact review with the Managing Director at the end of each term ensures that monitoring is robust. Outcomes of this process are reported regularly to Directors of Education and Joint Committee.

5. CENTRAL SOUTH CONSORTIUM'S APPROACH TO DELIVERY: CONTINUING TO DEVELOP A SCHOOL LED SYSTEM THROUGH THE CENTRAL SOUTH WALES CHALLENGE

5.1 The Central South Wales Challenge was launched in January 2014 to drive school improvement across the region. This strategy, led by headteachers, included schools across the region and drew on the expertise of universities and external experts in school-improvement and published international research. The strategy was based upon six underlying principles commonly found in successful school systems:

- Schools are communities where collaborative enquiry is used to foster improvements in practice.
- Groupings of schools engage in joint practice development

- Where necessary, more intensive partnerships are organised to provide support for schools facing difficulties
- Families and community organisations support the work of schools
- Co-ordination of the system is provided by school leaders and
- Local authorities work together as the conscience of the system

5.2 School leaders across the region have been actively engaged in the school-led approach taken by the consortium over the past few years, and they have become more accountable for the performance of their school, schools in their cluster and in supporting other schools across the region. The focus over the past few years has been to embed the following key approaches to the school led improvement model:

5.3 **School Improvement Groups** with all schools actively encouraged to participate and focus on shared priorities

- Nearly all RCT schools have been involved in SIG working and during 2018-2019 SIGs including RCT schools have focused on the new curriculum, post 16 Assessment Reporting and Recording/Assessment For Learning, 5 A*-A, Foundation Phase, self-evaluation, literacy, numeracy, teaching and pedagogy, pupil voice, leadership, ICT and digital curriculum framework (DCF) assessment, science, wellbeing and closing the gap. SIGs are reviewed annually and provide an impact report against their priorities twice a year in order to be funded.

5.4 **School Hubs** where teacher training and development programmes are offered by Hub schools that are aligned to the analysis of regional and national need and follow an enquiry led approach

- 97 schools, comprising of the primary and secondary sectors within Rhondda Cynon Taf have accessed professional development programmes provided by Hub schools across the region
- Rhondda Cynon Taf schools involved in providing support as part of the Hub Programme in 2018-2019 were:
 - Professional Learning – Cardinal Newman High School, Cwmclydach Primary School, Fern Federation, Ferndale Community School, RCT West, Treorchy Comprehensive, Y Pant Comprehensive.
 - Foundation Phase Alliance – Brynnau Primary School, Ysgol Llanhari, Dolau Primary School
 - Welsh Second Language – Treorchy Comprehensive
 - Mathematics – Bryncelynnog Comprehensive, Fern Federation
 - Science – Pontypridd High School
 - Modern Foreign Languages – Treorchy Comprehensive, Y Pant Comprehensive
 - Digital Competence – Darran Park Primary School, Ysgol Rhydywaun
 - Lead Practitioners – Bryncelynnog Comprehensive School (Welsh Baccalaureate)

The following schools were identified as Welsh Government Pioneer Schools:

- Abercynon Community Primary School
- Darran Park Primary Schools
- Ysgol Gyfun Garth Olwg
- Ysgol Llanhari
- Cardinal Newman RC School

- Fern Federation
- Tai Federation
- Treorchy Comprehensive
- Y Pant Comprehensive
- Ysgol Gyfun Garth Olwg

- 5.5 **Leadership Programmes** developing existing and future leaders in our schools.
- The consortium has invested heavily in leadership provision in the 2018-2019 year. For RCT schools this has included opportunities to support another school with leadership capacity, leadership of school to school provision and direct leadership programmes. Of these, 6 headteachers have undertaken the New to Headship programme; 4 senior leaders have completed the Aspiring Headteacher pilot programme; 2 deputy headteachers have completed the Improved Leadership Skills for Deputy Headteachers programme and there were 15 successful NPQH candidates.
 - A comprehensive programme for teaching assistance has been in place during 2018-2019. This has included HLTA accreditation, existing TA upskilling and induction work. In RCT 8 TAs have met the requirements to become HLTA; 11 have attended and completed the induction programme; 70 have accessed the practicing TA sessions and 17 the aspiring HLTA course.
 - RCT Governors have utilised support with 71 delegates attending the induction programme; 60 accessing the understanding of data sessions; one governor training to be a chair of governors, 9 for the headteacher performance management; 28 attending the termly briefing sessions and 31 the summer conference.
- 5.6 **Peer Enquiry** has sought to build greater trust across the schools in the system, building social capital to support the development of the school-led system and the vision to develop trust, openness and honesty between peers e.g. Welsh Secondary Schools
- 5.7 **Challenge Advisers** - recruiting and retaining high quality school improvement professionals, improving the standard of their work and reducing the administrative burden to maximise their time in classrooms, improving the quality of leadership and teaching and evidence from external evaluations shows that schools are positive about the opportunity to work with other schools across the region and have deepened their collaborative working over the last year. We are working closely with a group of **Delegate Headteachers** to further refine and develop the Central South Wales Challenge approach over the coming year.

6. SCHOOL INSPECTIONS

6.1 Eighteen schools (including one PRU) were inspected during 2018-2019.

- Of the 18 schools, 2 were asked to write excellent practice case studies. 5 schools were judged as adequate and in need of improvement and placed in a follow up category (Estyn Review). There were no schools judged as having important weaknesses that outweigh the strengths and are now placed in the statutory category of Significant Improvement. There were no schools placed in Special Measures.
- Of the schools inspected in previous years, one school remains in an Estyn follow up of Special Measures. One school was removed from Estyn Review, and one school was removed from Significant Improvement.

7. CATEGORISATION

7.1 Elected Members will be aware that we use a categorisation process to identify the schools in need of support using both data and judgement of leadership and capacity to improve. During 2018-2019, the consortium continued to work closely on behalf of the Local Authority to monitor the progress of the schools in need. Of the 118 schools in RCT, 6 schools required red level of support and 9 schools required amber level of support. There were 44 schools requiring green support and 59 requiring yellow support.

7.2 All red and amber support schools have a bespoke packages which is recorded within a support plan. Key improvement objectives are identified and regular school improvement forums held to judge the impact of the support in enabling the school to meet its objectives. A judgement is made on the extent of the progress the schools have made in meeting each objective. This information is provided to directors in termly progress reports.

8. FUNDING

Central South Consortium delegates 95% of the EIG element of the grant to schools. For RCT schools the funding allocations are attached at Appendix 1.

9. ADDITIONAL SUPPORT REQUESTED THROUGH THE LOCAL AUTHORITY ANNEX

RCT's priorities for 2018-2019 were:

- Reduce exclusion rates through building positive relationships
- To ensure all MAT working across the LA, for all ages groups, is consistent and enables the LA to track pupils through the key stages
- Wellbeing project - Tonyrefail through school 3-19
- To review and collate best practice of transition working from years 4 to years 8, particularly in through school-settings

10. **CONCLUSION**

In November 2018 ISOS Partnership were commissioned to undertake a review of the regional delivery arrangements in the Central South Region. The action plan following the review is being considered and will inform future practices.

Appendix 1

RCT LA - Aug 18 - Feb 19

School	EIG	PDG	Funding Received by CSC Sources
			£
Abercynon Primary	110,050	74,550	30,683
Aberdare Community School	117,273	374,091	18,183
Aberdare Park Primary	109,933	75,050	500
Aberdare Town CiW Primary	103,521	29,050	1,964
Abernant Primary	43,599	19,850	500
Alaw Primary	63,630	31,150	8,460
Blaengwawr Primary	67,572	78,725	200
Bodringallt Primary School	34,236	42,525	6,900
Bryncelynnog Comprehensive School	105,504	171,795	29,583
Brynnau Primary	78,926	28,350	17,100
Caegarw Primary School	58,116	26,550	1,300
Capcoch Primary	59,805	65,675	500
Caradog Primary	67,390	57,025	9,403
Cardinal Newman RC	75,653	101,072	81,490
Cefn Primary	47,306	46,600	400
Cilfynydd Primary	54,434	38,450	3,839
Coedpenmaen Primary School	64,793	62,600	500
Coedylan Primary	45,199	20,500	-
Craig-r-Hesg	51,729	51,125	83
*Cwmaman Infants	29,046	19,667	-
*Cwmaman Primary	0	56,379	3,275
Cwmbach C.I.W Primary	38,032	51,200	2,339
Cwmbach Comm Primary	76,209	51,850	10,500
Cwmclydach Primary	77,130	94,050	28,060
Cwmdar County Primary	74,090	30,950	500
Cwmlai Primary	127,884	58,150	4,650
Cymmer Primary	85,000	97,800	780
Darran Park Primary	118,049	89,750	46,563
Darrenlas Primary	71,734	66,575	11,314
Dolau Primary	146,393	36,900	18,452
*Fern Federation	0	0	34,358
Ferndale Community	64,993	250,731	43,115
Ffynon Taf Primary	71,290	42,575	1,600
Gelli Primary	65,855	59,950	2,950
Glenboi Primary	43,418	77,300	2,339

*Glynhafod Juniors	47,988	20,604	-
Gwauncelyn Primary	128,613	47,750	700
Gwaunmeisgyn Primary	90,972	57,600	1,750
Hafod Primary	42,884	31,800	3,068
Hawthorn High School	76,294	196,808	4,983
Hawthorn Primary	78,211	100,550	500
Hendreforgan Primary	68,286	60,150	1,650
Heol Y Celyn Primary School	118,777	143,050	3,304
Hirwaun Primary School	79,771	97,675	650
Llanharan Primary	53,744	38,750	2,870
Llanhari Primary	55,606	42,650	2,383
Llanilltud Faerdref Primary	65,816	62,550	100
Llantrisant Primary	39,152	19,600	1,374
Llwydcoed Primary	37,915	9,200	900
*Llwynceilyn Infants School	16,604	9,542	-
Llwyncrwyn Primary	95,173	93,850	960
Llwynypia Primary	76,089	55,600	5,032
Maerdy Community Primary	89,422	110,700	2,400
Maes Y Coed Primary	94,769	51,850	4,250
Maesgwyn Special School	32,437	56,350	900
Maesybryn Primary	130,003	33,900	5,304
Miskin Primary	41,818	40,600	5,849
Mountain Ash Comprehensive	86,173	289,924	9,483
Oaklands Primary	69,288	71,625	6,314
Our Ladys RC Primary	33,364	34,300	600
Parc Primary	71,759	60,000	4,180
Parc Lewis	74,439	51,850	2,989
Park Lane Special	24,425	70,763	1,300
Penderyn Primary	67,781	35,250	1,265
Pengeulan Primary	47,801	60,400	500
Penpych Primary	67,519	70,475	2,800
Penrhiwceiber Primary	51,469	42,200	-
Penrhys Primary School	32,870	94,750	3,739
Penygawsi Primary	76,326	10,850	61,247
*Penygraig Infants	33,045	17,625	-
*Penygraig Junior	4,865	15,333	1,000
Penyreglyn Primary School	68,197	92,450	1,000
Penywaun Primary School	59,417	123,850	900
Perthcelyn Community Primary	40,751	68,000	3,600
Pontrhondda Primary School	55,084	50,050	3,200
Pontyclun Primary	151,142	42,700	16,447
Pontygwaith Primary	65,606	62,350	2,339
Pontypridd High School	90,130	217,393	19,783
Porth Community School	123,962	292,617	20,345
*Porth Infants	18,382	8,750	-

*Porth Junior	4,816	13,417	-
Rhigos Primary School	29,071	22,800	4,550
St Gabriel & Raphael RC Primary	55,604	22,400	2,364
St John Baptist High School	92,565	135,548	6,575
St Margaret's R.C. Primary	47,047	31,100	665
St Michael's RC Primary	71,123	36,250	13,000
Tai Education Centre	16,312	19,550	5,583
*Tai Federation	0	0	10,000
Ton Pentre Infants	104,903	47,650	2,400
Ton Pentre Junior	14,176	27,600	9,000
*Tonypany Community College	155,739	92,412	-
*Tonypany Primary	17,581	12,000	-
*Tonyrefail Primary	144,573	41,250	-
*Tonyrefail School	37,145	123,721	-
Tonyrefail Community School	0	183,196	23,163
Tonysguboriau Primary	76,351	28,150	1,083
Trallwng Infants	59,046	20,350	2,700
Trealaw Primary	54,057	62,825	500
Tref-y-Rhyg Primary	58,256	43,150	2,500
Trehopcyn Primary School	37,499	30,200	950
Treorchy Comprehensive	142,746	331,277	117,215
Treorchy Primary School	120,042	107,000	10,900
Trerobart Primary	74,919	85,450	2,339
Ty Gwyn Special	23,730	49,450	300
Tylorstown Primary School	68,635	69,650	3,660
Williamstown Primary	103,808	72,200	2,003
Y Pant Comprehensive	120,250	155,742	98,775
YGG Abercynon	104,238	41,750	165
YGG Bronllwyn	79,381	42,900	665
YGG Evan James	93,208	28,650	5,390
YGG Llantrisant	88,202	4,600	1,165
YGG Llwyncelyn	95,341	37,350	5,660
YGG Llyn Y Forwyn	61,575	44,150	665
YGG Pont Sion Norton	95,405	38,500	1,165
Ynysboeth Comm Primary	61,874	77,050	4,800
Ynyshir Primary	80,695	54,450	3,300
Ysgol G.G. Aberdar	128,755	69,450	2,440
Ysgol G.G. Bodringallt	49,127	35,700	7,715
Ysgol G.G. Castellau	84,154	17,500	4,165
Ysgol G.G. Garth Olwg	110,935	12,900	1,630
Ysgol G.G. Tonyrefail	65,165	32,950	1,895
Ysgol G.G. Ynyswen	96,419	58,275	5,550
Ysgol Gyfun Cwm Rhondda	71,667	104,913	27,725
Ysgol Gyfun Garth Olwg	78,229	89,963	52,700
Ysgol Gyfun Llanhari	113,078	38,118	70,473

Ysgol Gyfun Rhydywaun	90,558	113,733	146,750
Ysgol Ty Coch	30,309	38,000	9,900
Ysgol Yr Eos	20,800	22,417	-
Ysgol Hen Felin	34,847	70,050	900
*Ysgol Nantgwyn	0	195,238	56,213
	8885888.72	8876137.01	1,365,583

***PDG Figures are based on PLASC 2016**