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County Hall
Rhadyr
Usk
NP15 1GA

Wednesday, 24 November 2021

Notice of meeting

Children and Young People Select Committee

Thursday, 2nd December, 2021 at 10.00 am,
County Hall, Usk - Remote Attendance

Please note that a pre meeting will be held 30 minutes prior to the start of the meeting for members of the committee.

AGENDA

Item No	Item	Pages
1.	Apologies for Absence	
2.	View declarations of interest	
3.	Public Open Forum Select Committee Public Open Forum ~ Guidance Our Select Committee meetings are live streamed and a link to the live stream will be available on the meeting page of the Monmouthshire County Council website If you would like to share your thoughts on any proposals being discussed by Select Committees, you can submit your representation via this form <ul style="list-style-type: none">· Please share your views by uploading a video or audio file (maximum of 4 minutes) or;· Please submit a written representation (via Microsoft Word, maximum of 500 words) You will need to register for a My Monmouthshire Account in order to submit the representation or use your log in, if you have registered previously. The deadline for submitting representations to the Council is 5pm three clear working days in advance of the meeting. If representations received exceed 30 minutes, a selection of these based on theme will be shared at the Select Committee meeting. All representations received will be made available to councillors	

prior to the meeting.

If you would like to suggest future topics for scrutiny by one of our Select Committees, please do so by emailing Scrutiny@monmouthshire.gov.uk

4.	Chepstow School Update	To Follow
	To receive a position report on Chepstow School, as part of the 21st Century Schools Programme.	
5.	Welsh Education Strategic Plan	
	To receive a verbal update on the conclusions of the consultation process, ahead of reporting to Cabinet.	
6.	Employment and Skills	1 - 38
	To report progress on the Inspire to Achieve programme in developing the skills and employment sector (also scrutinised by Economy and Development Select Committee).	
7.	Children and Young People Select Committee Forward Work Planner	39 - 42
8.	Cabinet and Council Work Plan	43 - 60
9.	To confirm minutes of the previous meeting	61 - 66
10.	Date and time of the next meeting: 20th January 2022	

Paul Matthews

Chief Executive

MONMOUTHSHIRE COUNTY COUNCIL
CYNGOR SIR FYNWY

THE CONSTITUTION OF THE COMMITTEE IS AS FOLLOWS:

County Councillor Louise Brown	Shirenewton;	Welsh Conservative Party
County Councillor Christopher Edwards	St. Kingsmark;	Welsh Conservative Party
County Councillor Martyn Groucutt	Lansdown;	Welsh Labour/Llafur Cymru
County Councillor Dave Jones	Crucorney;	Independent Group
County Councillor Malcolm Lane	Mardy;	Welsh Conservative Party
County Councillor Maureen Powell	Castle;	Welsh Conservative Party
County Councillor Tudor Thomas	Priory;	Welsh Labour/Llafur Cymru
County Councillor Jo Watkins	Caldicot Castle;	Liberal Democrats

Added Members

Members voting on Education Issues Only

Vacant Seat (Roman Catholic Church)
Vacant Seat (Co-optee)
Elizabeth Thomas

Added Members

Non Voting

Fay Middleton (Trade Union)
Maggie Harris
Peter Strong NEU

Public Information

Access to paper copies of agendas and reports

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Watch this meeting online

This meeting can be viewed online either live or following the meeting by visiting www.monmouthshire.gov.uk or by visiting our Youtube page by searching MonmouthshireCC.

Welsh Language

The Council welcomes contributions from members of the public through the medium of Welsh or English. We respectfully ask that you provide us with adequate notice to accommodate your needs.

Aims and Values of Monmouthshire County Council

Our purpose

Building Sustainable and Resilient Communities

Objectives we are working towards

- Giving people the best possible start in life
- A thriving and connected county
- Maximise the Potential of the natural and built environment
- Lifelong well-being
- A future focused council

Our Values

Openness. We are open and honest. People have the chance to get involved in decisions that affect them, tell us what matters and do things for themselves/their communities. If we cannot do something to help, we'll say so; if it will take a while to get the answer we'll explain why; if we can't answer immediately we'll try to connect you to the people who can help – building trust and engagement is a key foundation.

Fairness. We provide fair chances, to help people and communities thrive. If something does not seem fair, we will listen and help explain why. We will always try to treat everyone fairly and consistently. We cannot always make everyone happy, but will commit to listening and explaining why we did what we did.

Flexibility. We will continue to change and be flexible to enable delivery of the most effective and efficient services. This means a genuine commitment to working with everyone to embrace new ways of working.

Teamwork. We will work with you and our partners to support and inspire everyone to get involved so we can achieve great things together. We don't see ourselves as the 'fixers' or problem-solvers, but we will make the best of the ideas, assets and resources available to make sure we do the things that most positively impact our people and places.

Monmouthshire Scrutiny Committee Guide

Role of the Pre-meeting

1. Why is the Committee scrutinising this? (background, key issues)
2. What is the Committee's role and what outcome do Members want to achieve?
3. Is there sufficient information to achieve this? If not, who could provide this?
 - Agree the order of questioning and which Members will lead
 - Agree questions for officers and questions for the Cabinet Member

Questions for the Meeting

Scrutinising Performance

1. How does performance compare with previous years? Is it better/worse? Why?
2. How does performance compare with other councils/other service providers? Is it better/worse? Why?
3. How does performance compare with set targets? Is it better/worse? Why?
4. How were performance targets set? Are they challenging enough/realistic?
5. How do service users/the public/partners view the performance of the service?
6. Have there been any recent audit and inspections? What were the findings?
7. How does the service contribute to the achievement of corporate objectives?
8. Is improvement/decline in performance linked to an increase/reduction in resource? What capacity is there to improve?

Scrutinising Policy

1. Who does the policy affect ~ directly and indirectly? Who will benefit most/least?
2. What is the view of service users/stakeholders? Do they believe it will achieve the desired outcome?
3. What is the view of the community as a whole - the 'taxpayer' perspective?
4. What methods were used to consult with stakeholders? Did the process enable all those with a stake to have their say?
5. What practice and options have been considered in developing/reviewing this policy? What evidence is there to inform what works?
6. Does this policy align to our corporate objectives, as defined in our corporate plan?
7. Have all relevant sustainable development, equalities and safeguarding implications been taken into consideration? For example, what are *the procedures that need to be in place to protect children?*
8. How much will this cost to implement and what funding source has been identified?
9. How will performance of the policy be measured and the impact evaluated.

Questions for the Committee to conclude...

Do we have the necessary information to form conclusions/make recommendations to the executive, council, other partners? If not, do we need to:

- (i) Investigate the issue in more detail?
- (ii) Obtain further information from other witnesses – Executive Member, independent expert, members of the local community, service users, regulatory bodies...
- (iii) Agree further actions to be undertaken within a timescale/future monitoring report...

General Questions....

Empowering Communities

- How are we involving local communities and empowering them to design and deliver services to suit local need?
- Do we have regular discussions with communities about service priorities and what level of service the council can afford to provide in the future?

Service Demands

- How will policy and legislative change affect how the council operates?
- Have we considered the demographics of our council and how this will impact on service delivery and funding in the future?

Financial Planning

- Do we have robust medium and long-term financial plans in place?
- Are we linking budgets to plans and outcomes and reporting effectively on these?

Making savings and generating income

- Do we have the right structures in place to ensure that our efficiency, improvement and transformational approaches are working together to maximise savings?
- How are we maximising income? Have we compared other council's policies to maximise income and fully considered the implications on service users?
- Do we have a workforce plan that takes into account capacity, costs, and skills of the actual versus desired workforce?

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SUBJECT: Employment and Skills Update

MEETING: Children and Young People Select Committee

DATE: 2nd December 2021

DIVISION/WARDS AFFECTED: All

1. PURPOSE:

- 1.1 To present an update on the projects, programmes and other activities being delivered by the Employment and Skills Team including progress to date, performance against targets, finance and resource implications, success stories and challenges.
- 1.2 To scrutinise the community focussed draft Employment and Skills 'Plan on a Page' (Appendix 1) and proposals to re-develop the Team's web presence.

2. RECOMMENDATIONS:

- 2.1 To provide comments which will be considered when finalising the Employment and Skills 'Plan on a Page' and the re-development of the Employment and Skills Website.

3. KEY ISSUES:

3.1 Performance of current Programmes

- 3.1.1 The Employment and Skills Team has undergone a restructure (Appendix 2) and delivery now includes Kickstart, InFuSe and the extended Communities for Work Plus delivery team.
- 3.1.2 **Kickstart:** The team were successful in their bid to deliver Kickstart, a UK Employment programme developed in response to Covid 19. Kickstart is part of the UK Government's Covid response within their 'Plan for Jobs' and aims to create thousands of new, fully funded jobs across England, Scotland and Wales. This aligns with Welsh Government's Employability Plan in preparing for a radical shift in the world of work, responding to current and future skills gaps and providing a personalised approach to employability support. The Scheme aims to create fully subsidised, six-month work placements for individuals aged 16-24 who are claiming Universal Credit and are at risk of long-term unemployment.
- 3.1.3 **InFuSe:** the ESF funded public sector innovative future services programme will build skills and capacity for Innovation in public services across the Cardiff Capital Region. The programme commenced with Cohort Alpha, a provision testing cohort. The Cohort are now tackling a range of real-world local challenges including Decarbonisation of Council fleets; Home energy efficiency; Opportunities for energy using dog fouling; Maximising supply chains through procurement; and Asset Based Community Development. Cohort 1 will commence in October 2021 and will be driven by the biggest challenges faced by the region – particularly those linked to accelerating decarbonisation and developing supportive communities.
- 3.1.4 The Employment and Skills Team are leading on/delivering projects with an estimated value of £2.4m in the 2021-22 financial year in line with project targets and outcomes (Appendix 3) and has moved to a project-based approach, to ensure the effective management and monitoring of individual project performance, delivery, finances, risk, and impact.

- 3.1.5 Project/Programme performance has remained consistent, demonstrating strong performance across most projects (Appendix 3) which are performing either above target or within tolerance against profile. There has also been an upturn in performance over the last six months with projects that were impacted by Covid-19.
- 3.1.6 The Team has recently conducted a survey with local businesses, to assess the impact of Covid-19 which included an assessment of skills gaps from the business sector. The survey identified skills gaps which included Marketing and Online Sales; Management; Website Development; Business Systems Automation; Accountancy. These are specialist skills that sit outside of traditional scope of delivery for employability providers, we will explore specialist provision to address these skills gaps.
- 3.1.7 A subscription to the Evolutive Business Management System is currently being explored which will support business engagement activities in the future in order to achieve a wider reach. This is currently being assessed by the Team in terms of resource implications, efficiency savings and added value for the Authority.
- 3.1.8 Early work has started on the re-development of the Employment and Skills Teams digital presence, in particular the website, in order to deliver a more accessible, attractive, and user-friendly online service to Monmouthshire residents; widen the teams reach; and increase the number of engagements and enrolments achieved via digital mediums such as; website, e-forms, and social media.
- 3.1.9 The website re-development is based on the Cardiff City Council's [Intoworkcardiff](#) website, which will enable the Team to reach clients who may not normally engage with Job Centre Plus or statutory services. The website will act as a triage tool for self-referrals, promote the Team's qualifications centre, classroom, and online courses, and increase the Team's digital media reach.

3.2 Next Steps

- 3.2.1 Inspire2Achieve, Inspire2Work and Skills@Work ESF funded projects will end in December 2022 with the conclusion of this EU funding stream. This presents a challenge for the sustainability of the local authorities' NEET and unemployment figures. The loss of provision coupled with the experience, knowledge and skills set of these teams will negatively impact upon Monmouthshire residents.
- 3.2.2 To address this issue, Torfaen County Borough Council are leading on an Employability Paper on behalf of the ten Local Authorities of the Cardiff Capital Region. This Paper sets out the region's future employment and skills demands and explores how the Shared Prosperity Fund can support this going forward. The paper has been approved by the CCR Strategic Board and will be taken through all the Local Authority's Cabinet Approval process once the final version has been signed off by Chief Officers.
- 3.2.3 In the interim, a regional Community Renewal Fund bid for CELT was submitted in June for short term funding from August 2021 to March 2022 in readiness for a subsequent bid to the UK Shared Prosperity Fund in 2022/23. The purpose of the bid is to enhance the current service by; Developing a Triage system – mechanism to ensure referrals to the right support; Employing a Wellbeing Engagement Worker; Enhancing our Digital and outreach engagement; Sourcing employment opportunities in Construction and Digital; and Targeting employment support for homeless/at risk of homelessness.

4. EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING):

- 4.1 The Assessment (Appendix 4) demonstrates that the Employment and Skills programmes comply with the well-being five ways of working, supports the well-being goals and

associated activities. This is expected to have a positive impact on all groups and people with protected characteristics however the assessment also acknowledges that due to mental health and wellbeing, social and educational barriers, not every person will progress into education, employment, and training.

5. OPTIONS APPRAISAL

5.1 An options appraisal has been undertaken in Table One below.

Table One: Options Appraisal

Option	Benefits	Risks
Do nothing – ‘Plan on a Page’ and website redevelopment	None identified	Failure to sustain or develop the Team’s community and digital engagement will result in a failure to reach out to the residents that need employment and skills support for a better future.
Implement ‘Plan on a Page’ and re-develop website	A blended and responsive approach to community and digital engagement	Information must be relevant, community friendly and attractive to ensure residents engage, feel valued and supported.

6. REASONS:

6.1 The Employment and Skills ‘Plan on a Page’ has been developed to provide a clear and concise overview of the Team’s purpose, offer and vision. The plan draws together the consistent aims and objectives from the Team’s diverse range of projects, programmes and activities whilst retaining the bespoke and specialist support provided through the individual projects.

6.2 The Team restructure has provided accessible and strong leadership and management to all staff and effective financial management of projects and programmes within the service area to ensure effective project performance and compliance with funding criteria and audit requirements.

6.3 The Team presently have limited resources and infrastructure for engaging and communicating with businesses in Monmouthshire in an effective manner. Subscription to the Evolutive Management system will:

- Serve as the primary local business information database for the Authority;
- Improve efficiency and capacity when liaising with businesses;
- Capture both business and participant information to enable a ‘job matching’ process.

6.4 The current website format on the Monmouthshire County Council website does not allow content such as events calendars, media, and videos. This limits information the Team can present and is currently not attractive and user friendly. A re-development of the Team’s website is essential to improve digital engagement, increase enrolments in qualifications and training and ultimately ensure the Team provide the most current employment and skills information.

6.5 The end of ESF presents local challenges, however this also presents the Team with an opportunity to reflect on what has worked well and what needs improvement going forward, when developing a first-class delivery programme. The team recognise the need to continue to address individual and local need, through a regional approach in order to improve efficiency, sustainability and collaborative expertise and knowledge. The Team will be taking

part in a series of regional workshops to illustrate the local picture ensuring the Team are equitably resourced for the future.

- 6.6 If successful, the CELT Community Renewal Fund bid will provide an entry into the UK Shared Prosperity Fund and will enhance the Team's offer to residents by centralising the triage role within the Team and providing additional wellbeing and support resources. It also strengthens the regional working practices of the team which aligns to both local and national priorities including Welsh Governments Employability Plan.

7. RESOURCE IMPLICATIONS:

- 7.1 Outline cost of £2,000 for redevelopment of the Employment and Skills Website including ongoing maintenance and hosting. This will be funded through existing project budgets.
- 7.2 Evolutive business management system will cost £4890 per annum for the core system with additional costs dependent on user requirements, to be funded through existing project budgets and service area collaboration.

8. CONSULTEES:

Economy and Development Select Committee
Children and Young People Select Committee
DMT – Enterprise
Frances O Brien – Chief Officer for Enterprise
Cath Fallon – Head of Enterprise and Community Animation

9. BACKGROUND PAPERS:

- *Draft Employment and Skills Plan on a page (Appendix 1)*
- *Employment and Skills Structure (Appendix 2)*
- *Project Update 2021-22 (Appendix 3)*
- *Future Generations Evaluation (Appendix 4)*
- *Employment and Skills Presentation (Appendix 5)*

10. AUTHOR:

Hannah Jones - Strategic Lead for Employment and Skills

11. CONTACT DETAILS:

Email: hannahjones@monmouthshire.gov.uk

Employment & Skills: Our Plan on a Page 2021

OUR PURPOSE

We want 'your' Monmouthshire to be a place where you feel supported, provided an opportunity to access the education, employment and skills you need to thrive throughout your working life.

OBJECTIVES

Our plan sets out how our Employment and Skills Team intend to support individuals of working age progress by gaining the skills our economy needs:

This will be achieved by:

- Being more creative with our Social Media making it easier more engaging for you
- Keeping active within the community through our employment programmes
- Actively seeking future funding opportunities to ensure we can provide the best possible services
- Continuing our work within schools supporting those who need it most ensuring they have the same learning opportunities as their peers and are not left behind
- Working to support Young People affected by Homelessness or at risk of becoming homeless
- Increasing the range of qualifications, we offer meeting local community and business needs
- Offering opportunities to up skill or retrain, tailoring to meet both yours, your employer and future employer expectations.
- Creating apprenticeship, graduate and internship posts to meet skills gaps within the local authority and surrounding business community.

OUR VISION

Through working with our communities, we will create an Employment and skills support network that will meet the expectations and needs that you and our local businesses deserve, further establishing Monmouthshire as one of the best places in the country to live, learn and work.

EMPLOYABILITY SUPPORT

- Address personal and social barriers to work
- Intensive tailored support
- Gain valuable job search and job applications support
- Building and improving CVs
- Improve interview techniques and mock interviews
- Support into work and in work

SKILLS AND TRAINING SUPPORT

- Re-train or upskill to match employment opportunities
- Gain transferable skills or re-skill
- Address Individual Skills
- Vocational training courses including Level 2 health and safety, food hygiene, personal license holders

SPECIALIST SUPPORT

- Individual mentoring, Advice and guidance
- Mental health and wellbeing support
- Advocacy support for 16 -25 year old at risk of becoming homeless
- Access to a range of specialist services

WHAT HAVE WE BEEN DOING?

To date, our Employment and Skills Team have engaged with 1,540 Monmouthshire Residents aged 11+.

Our employability projects have supported 214 participants aged 16+ into employment.

School based projects have supported 694 young people aged 11-18

Through our skills and qualification support for participants aged 16+, we have supported 168 participants.

Our Compass project, supports young people 11-25 facing difficulties with housing and homelessness, has supported 67 participants into more stable housing or specialist support services.

Additionally our Employment and Skills Team have worked to create opportunities within Monmouthshire County Council through the Apprenticeship Graduate and Internship (AGI) scheme.

- Recruited 20 new Apprentices
- Approximately, 168 staff within MCC have signed up to apprenticeships to increase their qualifications/up-skill, 85 of these being higher level apprenticeships (Level 4/5).

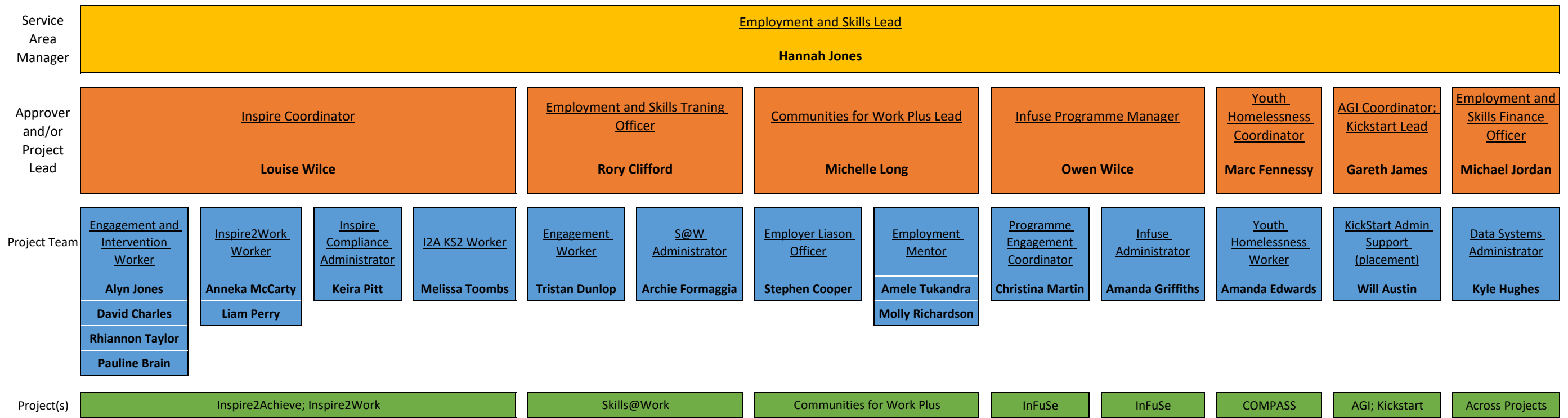
Successful with a bid to deliver the UK Governments Kickstart Scheme creating 108 opportunities for participants 16 - 24 in receipt of Universal Credit

Click on the social media icons below for more information and updates:



APPENDIX 2

EMPLOYMENT AND SKILLS TEAM STRUCTURE



APPENDIX 3

Employment and Skills Team Projects Overview (2021-22 Financial Year)

- Forecast project costs are inclusive of Grant Income and any associated Match Funding
- Total Project cost includes joint beneficiary costs where MCC is the lead
- FTE Staff based on all currently vacant posts being filled

Project	Purpose	Targets/Outputs	Progress to Date (from April 21)	Total Project Cost 2021-22 (Grant Funding Sources)
Infuse (EW and WWV)	To develop new innovation skills and capacity within the 10 local authorities in CCR by tackling regional public service challenges.	40 Participants enrolled on programme. 10 LA's Engaged. Peer network and community created. Case Studies produced. New methods explored.	19 Participants enrolled on programme 10LA's engaged Network created on Microsoft Teams 2 Case studies produced	£1,150,379 (European Social Fund) [Lead for Regional Operation]
Inspire2Achieve	To work with young people identified as most at risk of becoming NEET (not in education, employment or training).	180 participants enrolled 37 achieving a qualification 35 entering further education/training 54 at reduced risk of NEET	67 participants enrolled 43 achieving a qualification 0 entering further education/training 45 at reduced risk of NEET	£328,993 (European Social Fund, Youth Support Grant)
Inspire2Work	To work with young people 16-24 years old, who have been identified as not engaged in education, employment or training.	87 participants enrolled 24 achieving a qualification 8 entering further education/training 20 entering employment	16 participants enrolled 12 achieving a qualification 0 entering further education/training 19 entering employment	£248,506 (European Social Fund, Youth Support Grant)
Communities for Work Plus	Provide employability support to Monmouthshire residents at risk of poverty	150 participants enrolled 75 participants enter employment of 16hrs or more	<ul style="list-style-type: none"> • 41 clients enrolled • 21 job outcomes 16+ hrs • Elearning to 9 participants • Social media Video - "A Summer to remember" 	£150,000 (Children & Communities Grant) £114,366 (WG Additional CfW+ Allocation)

Skills@Work	Provide opportunities for those in work Monmouthshire residents who are looking to upskill, change career or after some general employability support	103 enrolled 120 to achieve qualifications	58 enrolled as of August 21 40 qualifications achieved as of August 21	£135,736 (European Social Fund)
Compass & Youth Support Grant Activity	Compass aims to identify and support young people aged 11-25 that are at risk of homelessness or have become homeless; to support each in achieving and maintaining a stable and safe home environment and sustainable level of independence.	25 X KS3-4 pupils identified and to receive support. 40 X 16–25-year-olds identified and to receive support. Staff Homeless Awareness Development & Training 5 X Training Opportunities to be offered to Partners Continued expansion of professional collaborations as required.	36 x KS3-4 pupils supported or still receiving support (36 Risk of Homelessness) 12 x 16-25s supported or still receiving support (11 Risk of Homelessness, 1 Homeless) 2 x Post 25s supported or still receiving support (1 Risk of Homelessness, 1 Homeless)	£150,000 approx.
KickStart	Provides funding to employers to create job placements for 16 to 24 year olds on Universal Credit.	Creation of 86 job placements (45 MCC; 41 external organisations) Additional applications for placements or to act as gateway open until June 2022. Option to extend depending on internal and business community needs.	Job opportunities now created stands at 107 (although this figure changes regularly due to DWP attrition exercises and sometimes circumstances of employers). 14 opportunities have been filled with several others pending. DWP will start to see relaxation in house now which means we may start to see our employability projects working more closely with participants at point of referral.	£141,300 (DWP KickStart) [Gateway for 45 internal placements and 41 external] These numbers will increase as further work is progressed within the authority.

Non-project Staff	<p style="text-align: center;">Employment and Skills Lead Apprentice Graduate and Intern Coordinator</p>		<p>Since April MCC has brought in 4 new apprentices, 3 new Kickstart placements and 1 new graduate into a range of different settings. For tracking and Monitoring purposes we have now arranged with Systems and Data for AGI's and Kickstart participants to have unique prefix's for ease of running reports: Apprentice – APP Graduate – GRD Kickstart – KSTART Reports will be run on a monthly basis.</p>	-
Employment & Skills Total				£2,419,280

APPENDIX 4



Integrated Impact Assessment document (incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

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<p>Name of the Officer completing the evaluation</p> <p>Hannah Jones</p> <p>Phone no: 07738 340 418</p> <p>E-mail: HannahJones@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <ul style="list-style-type: none"> To present an update on the projects, programmes and other activities being delivered by the Employment and Skills Team including progress to date, performance against targets, finance and resource implications, success stories and challenges. To consider the community focussed draft Employment and Skills 'Plan on a Page' (Appendix 1) and proposals to re-develop the Team's web presence.
<p>Name of Service area</p> <p>Employment and Skills – Enterprise and Community Animation</p>	<p>Date</p> <p>2nd December 2021</p>

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	We will engage with all young people and adults.	None identified.	N/A
Disability	We will meet individual needs without discrimination.	None identified	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment	Employment and Skills programmes help to address any perceived barriers that might impact on a participants route into education, employment or training. Programmes have provided advice and support previously to residents who are transitioning	None identified	N/A
Marriage or civil partnership	We will ensure fairness and equity regardless.	None identified	N/A
Pregnancy or maternity	Risk assessment will be in place for pregnant women ensures all health and safety measures have been addressed. Employment and Skills programmes help to address any perceived barriers that might impact on a participants route into employment. Programmes have provided advice and support previously to young mothers and pregnant young people to help with their transition into employment	None identified	N/A
Race	We will ensure equity of opportunity regardless of race.	None identified	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	We will offer opportunities that will take into account peoples’ religion and religious beliefs.	None identified	N/A
Sex	We will offer opportunities that will take into account individual needs regardless of sex.	None identified	N/A
Sexual Orientation	We will offer opportunities that will take into account individual needs regardless of sexual orientation.	None identified	N/A

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to [have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions](#) This duty aligns with our commitment as an authority to [Social Justice](#).

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?

Socio-economic Duty and Social Justice	This proposal will support young people and adults across Monmouthshire to upskill, tackle barriers in their education, employment or training journey. We will support the reduction of the number of residents that are living in poverty offering supportive measures to improve their future chances of securing higher earning employment, improve skills levels and sustaining employment.	None Identified	N/A
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3. Policy making and the Welsh language.




How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	<p>We will adhere to the Welsh Government Welsh Language Policy. We will aim to provide bilingual learning opportunities if there is a need. Qualifications delivered through the programmes are available bilingually if needed.</p>	<p>None Identified</p>	<p>N/A</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Opportunities to upskill are offered to the staff team as part of CPD. This is reviewed in line with supervision and CICO processes. Recruitment follows the MCC Safer Recruitment Processes and Welsh Language assessment.</p>	<p>None identified</p>	<p>N/A</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All employment and Skills advertising is through the medium of English and Welsh including, twitter, facebook and website transactions</p>	<p>None identified</p>	<p>N/A</p>



4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Employment and Skills continue to use resources in the best way to support young people and adults in achieving sustainable employment, improving skills levels and increasing earnings potential in the future.	We will work with Managers to develop new higher-level apprentice and graduate opportunities and opportunities for existing staff.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	We will strive to maintain biodiversity and ecosystems in our working environment such as waste, recycling, minimize energy usage and efficient use of such resources, whilst also raising awareness of environmental issues and healthy lifestyles. Work around this theme is core part of the qualifications delivered across some of our programmes.	Since March 2020, staff team have worked from home as much as possible therefore significantly reducing the carbon footprint.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Young people and adults' physical and mental wellbeing can be a barrier to education training and employment. Our support continues to remain high and consistent. We refer clients to specialist support services at the point of concern and maintain contact through.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The website redevelopment will be community friendly, attractive and flexible to local need. Communities for Work Plus (CfW+) IT loan scheme has proved invaluable for training and employment support. All 10 chrome books have	To ensure the Employment and Skills team continue to focus on encouraging community cohesion as one of its social drivers.

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	been loaned out and 3 job outcomes have been achieved from the scheme	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Qualifications delivered across our programmes incorporate tasks focused on social, economic and environmental wellbeing.	Any decisions taken will take into account global wellbeing as part of the day to day processes.
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	All our marketing publications and printed literature will continue to be available bilingually where appropriate. We will conform to the Welsh Language Legislation Welsh Language Wales Measure 2011 and accompanying welsh language standards	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The Employment and Skills team will continue to effectively engage and provide support for young people and adults regardless of ethnic origin, gender, disability sexual orientation or religion to ensure all actively participate in and benefit from their apprenticeship opportunity.	All our policies and procedures are guided by the current local and national equal opportunities guidance and legislation.

5. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The proposal is well-aligned to a long-term way of working: By supporting households into employment and helping to sustain and improve the quality of that employment, employability activity is a key part of the suite of early intervention & prevention activities. This reduces the likelihood of long-term challenges resulting from deprivation, adverse childhood experiences, and unemployment. .</p>	<p>The proposal seeks to continue to raise young people’s and adults work aspirations for the future; increase skill levels and employment opportunities with the potential to earn a higher income.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The proposal is well aligned to a collaborative way of working. The proposal relies on the Employment and Skills teams programmes working effectively with stakeholders and partners to achieve successful outcomes for young people and adults.</p>	<p>The Employment and Skills Team offer services within the community working with partners to the benefit of our citizens.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The plan on a page will provide community focussed information directing residents to our points of contact to access our support. It will also seek their views on individual and local employment and skills needs and respond accordingly. We will continue to evaluate the programmes through a number of methods including exit questionnaires and annual consultation. ESF projects will also participate in and support the Regional ESF evaluations for each programme (I2A, I2W and Skillas@Work).</p>	<p>We will be carrying out an evaluation of our ESF projects over the next 12 months as ESF draws to end to ensure our future delivery model is the best it can be for our young people and adults.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal is also well-aligned to a preventative way of working: -Employability activity supports young people who are “at risk” of becoming NEET based on well-established risk factors. By intervening early, employability programmes help to prevent generational unemployment,- Employability activity supports people to progress in their employment, helping to address issues of in-work poverty before they result in a participant feeling forced to leave the labour market.</p>	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Employment and Skills contributes to the wellbeing goals and staff demonstrate and understand their input into the wellbeing goals whilst also considering the impact. The proposal is also well-aligned to an integrated way of working:</p> <p>Adverse Childhood Experiences, Child Poverty & Community Deprivation: Pre-16 reduction of risk of NEET activity helps young people to access the skills, support, and readiness to embrace long-term and sustainable employment, and break often generational cycles of unemployment. Similarly, programmes to support people into employment and to progress in employment help to raise families’ income and lift communities out of poverty.</p>	

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	Safeguarding is a priority, and we have an excellent relationship with children and adult services. All Employment and Skills staff and volunteers have completed the Safeguarding level 1.	.None identified	N/A
Corporate Parenting	All Care Leavers have guaranteed interviews to all MCC vacancies including apprenticeships. We aim to provide a tailor package for Care Leavers which is flexible to their needs and circumstances.	None identified	N/A

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7. What evidence and data has informed the development of your proposal?

This report is founded upon following:

The team work to deliver the NEET (not in education, employment, and training) agenda and the AGI (Apprentice Graduate and Intern) strategy at a local level, their work also aligns with the skills for the future agenda at a regional and national level including the Welsh Government Employability Plan and Youth Engagement and Progression Framework.

8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

.It is anticipated that this change will have a positive impact on peoples' social, emotional, health and wellbeing, education, and skills. This will develop their resilience and improve their life chances. This proposal does acknowledge that due to personal, social, and educational barriers, not person will progress in their employment.

9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible
To take forward the Employment & Skills Plan on a Page.		Hannah Jones
Continue to deliver projects, programmes and other activities being delivered by the Employment and Skills Team working towards achieving performance against targets.		Hannah Jones

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10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		

Employment & Skills Update

CYP Select Committee

2nd December 2021



Contents

- Purpose & Team Structure
- Transition – Year 6
- Compass
- NEET Strategy
- Challenges & Future Developments
- Employment & Skills Plan on a Page

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Employment & Skills Presenters

- Hannah Jones - Strategic Lead for Employment and Skills
- Melissa Toombs - Year 6 Transition
- Marc Fennessy - Compass Coordinator
- Louise Wilce - Inspire Coordinator/Engagement & Progression



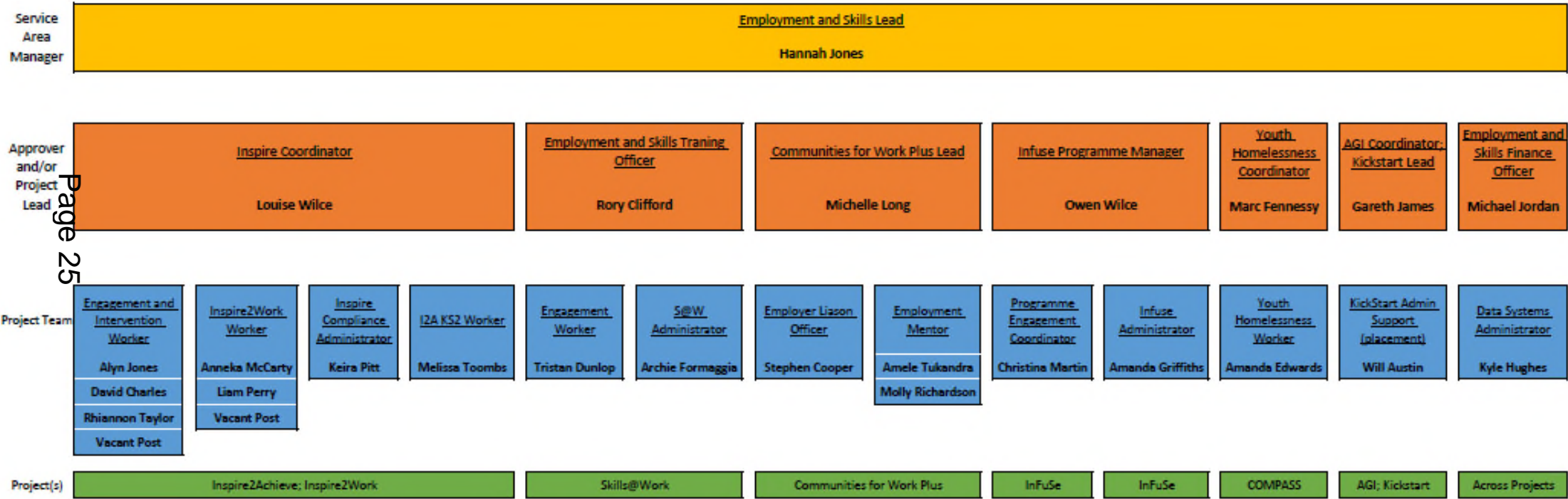
Employment & Skills Team

- Employment and Skills aims to support children, young people and adults to engage in education, training and employment.
- We will provide the opportunity to gain new skills, retrain, upskill and achieve the right qualifications for future career aspirations.
- We will develop and support apprenticeship, graduate jobs and internships across the authority.
- We will work with our most vulnerable offering appropriate interventions for a safe, prosperous and healthy life.
- We aim to work with our local businesses, employers and communities on a local and regional basis providing innovative pathways to thrive and succeed.



Employment & Skills Team Structure

EMPLOYMENT AND SKILLS TEAM STRUCTURE



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Compass aims to identify and support young people aged 11-25 that are at risk of homelessness or have become homeless to support each in achieving and maintaining a stable and safe home environment; a sustainable level of independence and personal wellbeing.

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Funded until **June 2022**

Delivery Team:

- Marc Fennessy
- Amanda Edwards

Focus:

- Needs led support
- Prevention of homelessness aged 11-25
- Multi Agency Networking
- Advocating for young people

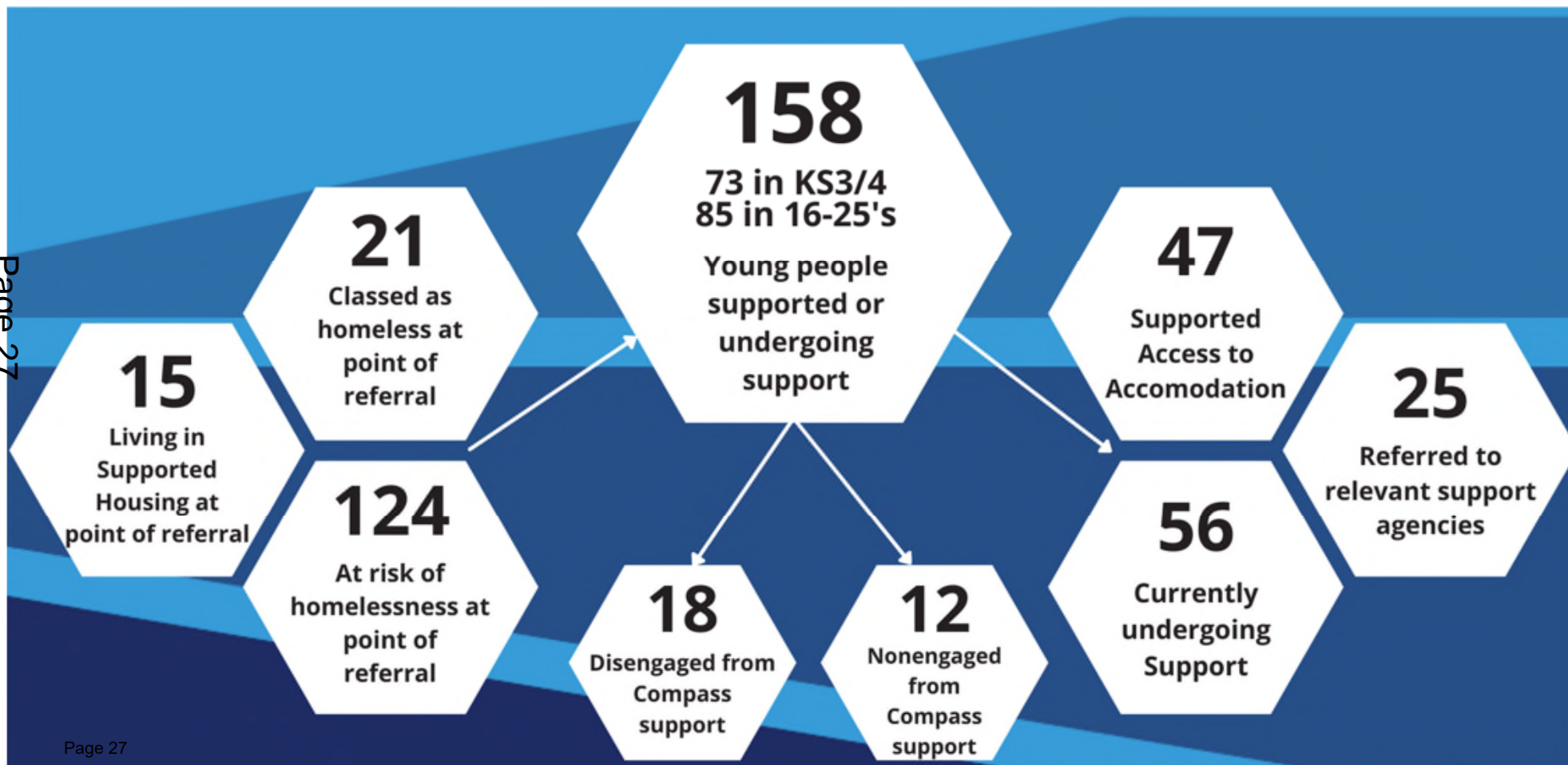
Working Alongside:

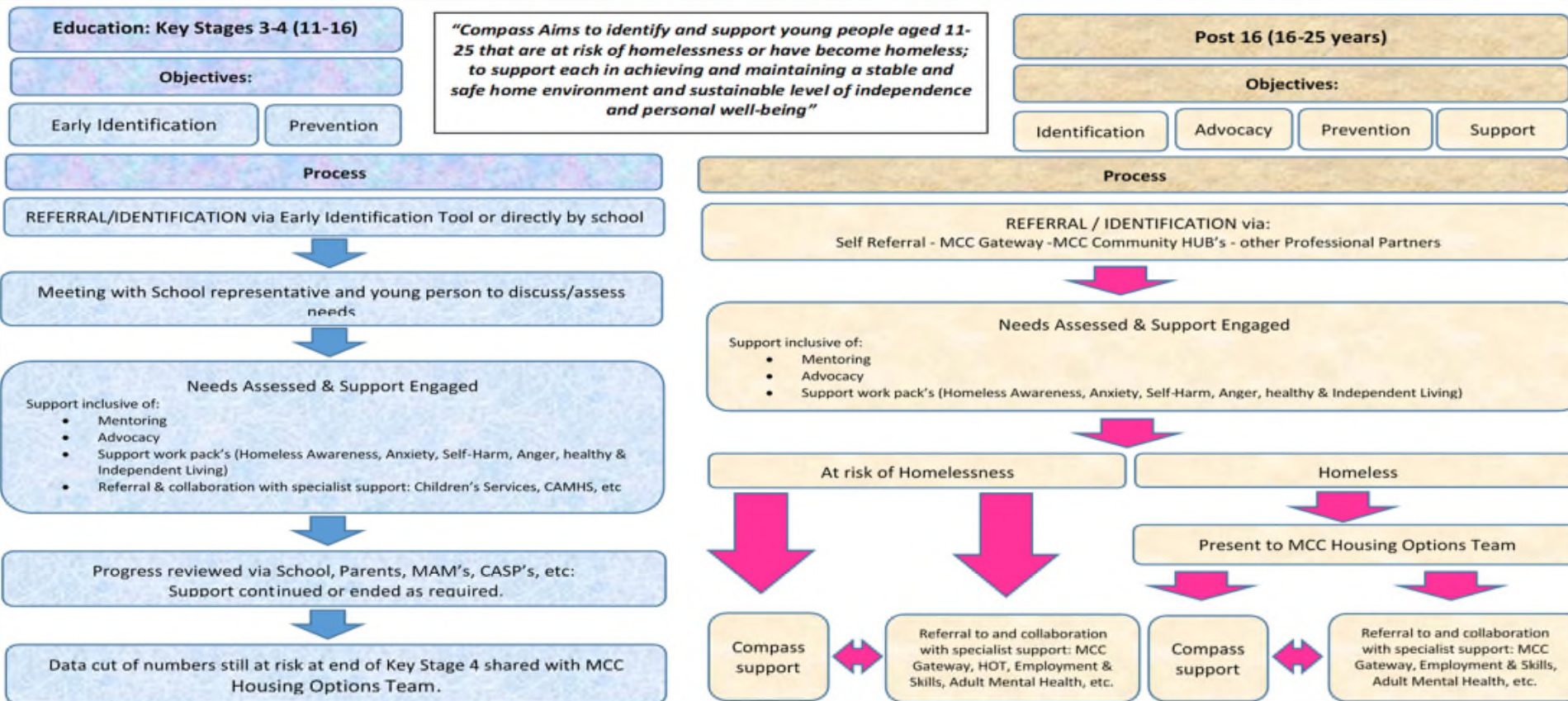
Social Services
Housing Options Team
Housing Authorities
Job Centers
Charities
Third Sector



Overall Enrolments & Outcomes

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Staff Training & Development

Identification and Facilitation of appropriate and relevant homelessness related training by Compass in association with relevant professional partners

Access to Training offered to professional partners

Homelessness Prevention

Housing Transition

Independent Living Skills

Mental and Emotional Well-Being

Family Relationship Support

Managing Finances

Pre-Tenancy Support

Employment Support

Support while NEET

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Project Support



To support young people in Year 6 who are identified as at risk of becoming NEET from an early age by providing emotional and behavioural support .

Funded until **December 2022**

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Numbers of Year 6 into 7 children to be supported during transition this academic year 21/22.

Chepstow - 10

Caldicot - 42

King Henry VIII - 43

Monmouth - 36

KS2/3 Transition

Focus:

Early Intervention Tool

Needs led support

Attendance, Wellbeing and Behaviour improvement focus

Transition support through first term

ELSA/THRIVE Intervention

Networking

School Clusters

Early Help Panel

PRS

Multi-agency meetings.



Ysbrydoli Gyflawni Inspire Achieve

To support young people aged 8-18 who are identified as at risk of becoming NEET (not in education, employment or training (NEET) in Monmouthshire.

Funded until **December 2022**

Delivery Team :

- Louise Wilce (Co-ordinator)
- Rhianon Taylor (King Henry)
- Alyn Jones (Monmouth)
- Dave Charles (Caldicot)
- Pauline Brain (Chepstow)
- Melissa Toombs (KS2)
- Keira Pitt (Admin/Compliance)

Enrolments & Outcomes Q22

- Total Young People supported since Apr 2016 – 727 (721)
- Year 11's into Education/Training – 166 (165)
- Qualifications Achieved – 217 (198)
- Participants at Reduced Risk of NEET - 372 (335)

Focus:

- Needs led support
- Qualifications - BTEC Workskills/Personal & Social Development with Year 10/11
- Support to improve Attendance, Attainment, Behaviour, Wellbeing
- Support with Post 16 destination transition

College Course Uptake

Multi-Skills (Construction)

Childcare

Hair & Beauty

Animal Care

Health & Social



To support young people aged 16-24 who are not in education, employment or training (NEET) in Monmouthshire.

Funded until **December 2022**

Delivery Team :

- Louise Wilce (Co-ordinator)
- Anneka McCarty (Engagement)
- Liam Perry (Engagement)
- Keira Pitt (Admin)
- Vacancy

Enrolments & Outcomes – Q19

- Total Young People supported since Apr 2017 – 324 (387)
- Participants into Education/Training – 46 (70)
- Qualifications Achieved – 67 (92)
- Participants into employment - 125 (112)

Focus:

- Needs led support
- Qualifications
- Employment Support – Job Search, CV/Job Applications
- Education/Training - College, Work Based Learning, Apprenticeship opportunities

Employment Sectors Entered

Business Admin	Labouring
Hospitality	Retail
Childcare	Logistics

Courses Entered

Multi-Skills	Animal Care
Childcare	Health & Social
Business Admin	Art & Creative Media



NEET Figures 2016-2020

	Year 11	Year 12	Year 13
2016	16 (2.0%)	6 (1.3%)	8 (1.9%)
2017	10 (1.4%)	7 (1.4%)	8 (2.1%)
2018	12 (1.6%)	2 (0.5%)	6 (1.4%)
2019	10 (1.3%)	4 (1.0%)	5 (1.3%)
2020	11 (1.4%)	7 (1.5%)	14 (3.9%)

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Areas for Development:

- ISP with English Colleges
 - Hereford 6th Form
 - Hereford Arts
 - Hereford
 - Gloucester
 - Filton
- Align NEET Strategy with ALN Protocol
- Review processes for vulnerable groups.

Our NEET strategy currently under review with the following partners: Careers Wales, EPC, Schools, CYP, PRS



Challenges

- Participant engagement
 - We have relied on traditional referral pathways (job centre, partners)
 - Develop alternative referral pathways (digital, social media, website)
 - Increased community based outreach
- Business Engagement
 - Reaching business in Monmouthshire
 - Developing a base of business contacts
 - Build relationships with businesses to create employment opportunities for clients/participants
 - Identifying skills gaps and skills needs
 - How can we meet local skills needs?
- Sustainability of funding
 - End of WEFO Funding / European Social Fund for Skills@Work, Inspire2Achieve and Inspire2Work in 2022 (approx. 350k per annum)
 - Annually awarded grants such as Communities for Work Plus (Children and Communities Grant), Compass (Youth Support Grant)
 - Exploring future funding opportunities under the Cardiff Capital Region (CELT, UK Prosperity Fund)
- Loss of expertise / specialist knowledge
 - Staff uncertainty around project renewal and end of fixed term contracts
 - Equipping staff with transferable skills and qualifications
 - Supporting staff to pursue their career ambitions
- Employment and skills opportunities for young people
 - Employing local young people for local jobs
 - Creating more opportunities within the local authority for apprentices, graduates and interns
- Future Economy
 - Understanding future skills needs within Monmouthshire and responding to those needs
 - Transport networks and decarb agenda



Employment & Skills Team

Our Vision : (FUTURE DEVELOPMENTS)

- Early intervention and prevention
- Delivering flexible employability support as close as possible to our citizens
- Supporting the current workforce to restart or reskill following unemployment or furlough
- Harnessing the potential of lifelong learning to grow our digital, advanced engineering and green skill base and support the foundational economy to thrive
- Driving opportunities for our young people to train, work and live in the county
- Understanding and responding to future skills needs
- Digital engagement, connection, inclusion and blended learning
- Regional and national collaboration – CCR/Regional Skills Partnership



Employment & Skills: Our Plan on a Page 2021

OUR PURPOSE

We want your Monmouthshire to be a place where you feel supported, provided an opportunity to access the education, employment and skills you need to thrive throughout your working life.

OBJECTIVES

Our plan sets out how our Employment and Skills Team intend to support individuals of working age progress by gaining the skills our economy needs:

This will be achieved by:

- Being more creative with our Social Media making it easier more engaging for you
- Keeping active within the community through our employment programmes
- Actively seeking future funding opportunities to ensure we can provide the best possible services
- Continuing our work within schools supporting those who need it most ensuring they have the same learning opportunities as their peers and are not left behind
- Working to support Young People affected by Homelessness or at risk of becoming homeless
- Increasing the range of qualifications, we offer meeting local community and business needs
- Offering opportunities to up skill or retrain, tailoring to meet both yours, your employer and future employer expectations.
- Creating apprenticeship, graduate and internship posts to meet skills gaps within the local authority and surrounding business community.

OUR VISION

Through working with our communities, we will create an Employment and skills support network that will meet the expectations and needs that you and our local businesses deserve, further establishing Monmouthshire as one of the best places in the country to live, learn and work.

EMPLOYABILITY SUPPORT

- Address personal and social barriers to work
- Intensive tailored support
- Gain valuable job search and job applications support
- Building and improving CVs
- Improve interview techniques and mock interviews
- Support into work and in work

SKILLS AND TRAINING SUPPORT

- Re-train or upskill to match employment opportunities
- Gain transferable skills or re-skill
- Address Individual Skills
- Vocational training courses including Level 2 health and safety, food hygiene, personal license holders

SPECIALIST SUPPORT

- Individual mentoring, Advice and guidance
- Mental health and wellbeing support
- Advocacy support for 16 -25 year old at risk of becoming homeless
- Access to a range of specialist services

WHAT HAVE WE BEEN DOING?

To date, our Employment and Skills Team have engaged with 1,540 Monmouthshire Residents aged 11+.

Our employability projects have supported 214 participants aged 16+ into employment.

School based projects have supported 694 young people aged 11-18

Through our skills and qualification support for participants aged 16+, we have supported 168 participants.

Our Compass project, supports young people 11-25 facing difficulties with housing and homelessness, has supported 67 participants into more stable housing or specialist support services.

Additionally our Employment and Skills Team have worked to create opportunities within Monmouthshire County Council through the Apprenticeship Graduate and Internship (AGI) scheme.

- Recruited 20 new Apprentices
- Approximately, 168 staff within MCC have signed up to apprenticeships to increase their qualifications/up-skill, 85 of these being higher level apprenticeships (Level 4/5).

Successful with a bid to deliver the UK Governments Kickstart Scheme creating 108 opportunities for participants 16 - 24 in receipt of Universal Credit

Click on the social media icons below for more information and updates:

Any questions?



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Monmouthshire's Scrutiny Forward Work Programme 2021-22

Children and Young People's Select Committee				
Meeting Date	Subject	Purpose of Scrutiny	Responsibility	Type of Scrutiny
2 nd December 2021	Chepstow School Update	To receive a position report on Chepstow School, as part of the 21 st Century Schools Programme.	Will Mclean Sharon Randall Smith	Update Report
	Welsh Education Strategic Plan	To receive a verbal update on the conclusions of the consultation process, ahead of reporting to Cabinet.	Will Mclean Sharon Randall Smith	Update Report
	Employment and Skills	To report progress on the Inspire to Achieve programme in developing the skills and employment sector (also scrutinised by Economy and Development Select Committee).	Hannah Jones	Policy Development
20 th January 2022	Youth Offending Service	To provide a report on the aims and objectives of the service and to discuss the outcomes for children and young people and the impact of the service.	Chick Chesney Jane Rodgers	Performance Monitoring
	Budget Monitoring	Scrutiny of the budgetary position (revenue and capital) for services falling within the committee's remit at Month 7.	Jonathon Davies Nikki Wellington	Budget Monitoring
Possible special meeting early February 2021	Budget Scrutiny	To scrutinise the budget proposals for 2021-2022.	Peter Davies Phill Murphy	Budget Scrutiny
3 rd March 2022	Family Support Services	To provide a report on the aims and objectives of the service and to discuss the outcomes for children and young people and the impact of the service.	Charlotte Drury Jane Rodgers	Performance Monitoring
	Budget Monitoring	Scrutiny of the budgetary position (revenue and capital) for services falling within the committee's remit at Month 9.	Jonathon Davies Nikki Wellington	Budget Monitoring
7 th April 2022	Additional Learning Needs	To scrutinise the policy direction for delivering additional learning needs support in schools.	Will Mclean Sharon Randall Smith	Policy Development
	Myst Project	To provide a report on the aims and objectives of the service and to discuss the outcomes for children and young people and the impact of the service.	Dianne Corriester Jane Rodgers	Performance Monitoring

Monmouthshire's Scrutiny Forward Work Programme 2021-22

Children and Young People's Select Committee				
Meeting Date	Subject	Purpose of Scrutiny	Responsibility	Type of Scrutiny
June 2022	Free School Meal Strategy	To present the draft Free School Meals Strategy for pre-decision scrutiny following engagement in February.	EAS Will McLean Sharon Randall Smith	Policy Development
	Budget Monitoring	Scrutiny of the budgetary position (revenue and capital) for services falling within the committee's remit at outturn position.	Jonathon Davies Nikki Wellington	Budget Monitoring

Future Work Programme Items:

Schools items:

- **Additional Learning Needs**
- **Inclusion updates** – wellbeing/attitudes to learning/supporting the pupil voice
- **Post 16 education provision/Apprenticeships/Engagement and progression and support for those Not in Education or Employment**
- **Home to School Transport**

Non-education issues:

- **Domestic violence update** ~ impact on children in Monmouthshire
- **Support for Foster Carers** ~ Edge of Care Team and BASE. Bringing in Foster Carers
- **Young Carers**
- **Healthy Relationships** ~ working group to be established with Engage 2 Change
- **Childcare sufficiency** – annual update
- **Well-being reporting (obesity, eating disorders etc)**
- **Family Support Services** ~ **Young People's Mental Health Support in Schools:** Chair to liaise with Chief Officer
- **Play provision**

Suggestions from the Chief Officer:

Monmouthshire's Scrutiny Forward Work Programme 2021-22

- **ADL Transformation ~ new legislation and practice early next year. Regional leads to provide and input. Readiness assessments**
- **Inclusion in schools (primary and secondary), Behaviour policy. CAMS support ~ early presentation.**
- **Risk areas, financial position and budgetary pressures, Schools Finance Forum work**
- **2 years' delivery plan for Children's Services ~ understanding good practice and the significant drivers on schools and social services**
- **Chief Officer Annual Reports and Corporate Parenting**

Audit Wales National Reporting:

- **Curriculum Reform thematic review ~ Regional consortia and local authority support for curriculum reform ~ anticipated publication February 2022**

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Cabinet, Council and Individual Cabinet Member Decisions (ICMD) Forward Plan

Monmouthshire County Council is required to publish a forward plan of all key decisions to be taken. Council and Cabinet items will only be considered for decision if they have been included on the planner no later than the month preceding the meeting, unless the item is considered urgent.

Committee / Decision Maker	Meeting date / Decision due	Subject	Purpose	Author	Date item added to the planner	Date item originally scheduled for decision
Council	04/11//2021	Final Statement of Accounts		Peter Davies	07/05/21	
Council	01/12/2022	RLDP Deposit Plan for submission to WG for examination	Approval of Deposit Plan post-consultation for submission to WG for independent examination	Mark Hand / Craig O'Connor	30/07/21	
Council	01/10/23	RLDP for Adoption		Mark Hand	23/01/20	
Council	01/02/23	LDP submission for examination		Mark Hand	23/01/20	
Council	01/07/22	RLDP Deposit Plan endorsement for consultation	Endorsement of Deposit Plan	Mark Hand	23/01/20	
Cabinet	06/04/22	Welsh Church Fund Working Group - meeting 9 held on 10th March 2022		Dave Jarrett	27/04/21	

Council	10/03/22	2022/23 Treasury Policy		Jon Davies	07/05/21	
Council	10/03/22	2022/23 Final Budget sign off including Council Tax Resolution		Peter Davies	07/05/21	
Cabinet	02/03/22	Welsh Church Fund Working Group - meeting 8 held on 27th January 2022		Dave Jarrett	27/04/21	
Cabinet	02/03/22	2022/23 WCF/Treasury Fund Investments		Dave Jarrett	27/04/21	
Cabinet	02/03/22	Final Budget Proposals		Jon Davies	07/10/21	
Cabinet	16/02/22	2022/23 Final Revenue and Capital Budget Proposals		Peter Davies	27/04/21	
Cabinet	16/02/22	2021/2 Revenue and Capital Monitoring report - month 9		Jon Davies	27/04/21	
Council	27/01/22	Council Tax Reduction Scheme		Ruth Donovan	07/05/21	
Special Cabinet	19/01/22	Draft Budget Proposals		Jon Davies		

IMCD	12/01/22	2022/23 Community Council and Police Precepts - final		Jon Davies	07/05/21	
Cabinet	05/01/22	Welsh Church Fund Working Group - meeting 7 held on 16th December 2021		Dave Jarrett	27/04/21	
Cabinet	05/01/22	2021/2 Revenue and Capital Monitoring report - month 7		Peter Davies/Jon Davies	27/04/21	
ICMD	22/12/21	Welsh Language (Wales) Measure 2011		Alan Burkitt/Lisa Dymock	22/10/21	
IMCD	18/12/21	2022/23 Community Council and Police Precepts draft		Jon Davies	07/05/21	
Council	16/12/21	Capital Strategy		Jon Davies	20/05/21	
Council	16/12/21	RLDP Preferred Strategy endorsement post consultation	Endorsement of preferred strategy to inform deposit plan	Mark Hand / Craig O'Connor	20/05/20	
Cabinet	15/12/21	Consultation on the proposals to establish an all-through school, Abergavenny.	Cabinet to receive objection report and decide whether to proceed with the proposal.	Debbie Graves	26/05/21	
IMCD	08/12/21	Council Tax Base and associated matters		Ruth Donovan	07/05/21	

Cabinet	01/12/21	Regional approach to employability		Hannah Jones	04/11/21	
Cabinet	01/12/21	Review of Monmouthshire's Destination Management Plan 2017-2020	Purpose: to approve the revised Destination Development Plan	Matthew Lewis	22/09/20	
Cabinet	01/12/21	Cabinet approval of the methodology for prioritising highway resurfacing and maintenance projects		Mark Hand	07/10/21	
Cabinet	01/12/21	Welsh Church Fund Working group - meeting 6 held on 4th November 2021		Dave Jarrett	27/04/21	
Cabinet	01/12/21	Abergavenny Velo Park	CM	Mike Moran	14/10/20	
Cabinet	01/12/21	2021/22 Revenue and Capital Monitoring report - month 6		Peter Davies/Jon Davies	27/04/21	
Cabinet	01/12/21	'Leave Averaging & Holiday Pay		Katherine Cameron		
Cabinet	01/12/21	MTFP Budget Process report		Jonathan S Davies	07/10/21	

ICMD	24/11/21	SPG S106 Supplementary Planning Guidance	Adoption of SPG clarifying how S106 contributions are calculated following consultation	Mark Hand / Phillip Thomas	26/04/21	
ICMD	10/11/21	AWPOG Capital Funding for Fixed Play Provision		Mike Moran		
Council	04/11/21	Climate and Decarbonisation Strategy	To endorse an updated climate strategy and action plan which will introduce new programmes of activity to achieve the council's clear policy commitment to reduce carbon emissions.	Matthew Gatehouse / Hazel Clatworthy	19/05/21	
Council	04/11/21	Diversity and Democracy Declaration		John Pearson	12/02/21	
Council	04/11/21	Council Diary		John Pearson	29/09/21	
Council	04/11/21	Safeguarding Evaluative Report		Jane Rodgers	20/07/21	
Council	04/11/21	ISA260 - MCC Accounts		Jon Davies		
Council	04/11/21	Statement of Gambling Policy and Proposals for Casinos.		Linda O'Gorman	21/09/21	

Cabinet	03/11/21	Ombudsman's annual letter		Annette Evans	13/10/21	
Cabinet	03/11/21	ICT Security and Resilience		Sian Hayward	07/10/21	
Cabinet	03/11/21	LA Housing Prospectus		Cath Fallon/ Sally Meyrick	27/09/21	
Cabinet	03/11/21	Active Travel Network Maps		Paul Sullivan	13/11/20	
ICMD	27/10/21	Museum object disposal		Rachael Rogers	09/06/21	
ICMD	27/10/21	LDP Annual Monitoring Report and Development Management Annual Performance Report	Endorsements of reports for submission to WG	Mark Hand / Craig O'Connor	26/04/21	
Cabinet	06/10/21	Welsh Church Fund Working Group - meeting 5 held on 23rd September 2021		Dave Jarrett	27/04/21	
Cabinet	06/10/21	Consultation on the proposals to establish an all-through school, Abergavenny.	Cabinet to receive the consultation report and consider recommendations on proposed way forward / whether to publish statutory notices.	Debbie Graves	26/05/21	

Council	23/09/21	Director of Social Services Annual Report		Julie Boothroyd		
Council	23/09/21	Borough Theatre Funding Proposal		cath Fallon		
Council	23/09/21	Corporate Plan Annual Report		Emma Davies	17/08/21	
Council	23/09/21	Audit Committee Annual Report		Phillip White	29/06/21	
ICMD	22/09/21	Leave Averaging & Holiday Pay	Deferred to 13th October	Katherine Cameron		
Cabinet	15/09/21	Placemaking Charter	Council signs up to the Placemaking Charter	Mark Hand / Craig O'Connor	28/04/21	
Cabinet	15/09/21	Borough Theatre Funding Proposal	Needs to go 15 th Sept as won't be ready for 1 st Sept – Cabinet want to endorse this before it goes to Council for funding to be secured on 23 rd Sept	Cath Fallon		
Cabinet	15/09/21	Code of Corporate Governance		Andrew Wathan	20//07/2021	

Cabinet	15/09/21	Welsh Church Fund Working group - meeting 4 held on 22nd July 2021		Dave Jarrett	27/04/21	
Cabinet	15/09/21	Regeneration projects and Placemaking grant submission	To endorse the indicative Placemaking Grant submission for £791,429 made under the Welsh Government Transforming Towns funding	Mark Hand	29/07/21	
Cabinet	15/09/21	Afghan National Relocation Scheme	To re-state Cabinet's commitment to continued participation in the Home Office Afghan National Relocation scheme in line with the desire for Monmouthshire to be a county of sanctuary for those fleeing persecution.	Lisa Dymock/Matt Gatehouse	8/16/2021 - amended 20/8/21	
ICMD	08/09/21	Abergavenny Town Floodlights		Mike Moran	26/06/21	
ICMD	18/08/21	Consultation on the review of school places in Caldicot town		Matthew Jones	21/07/21	
ICMD	18/08/21	SPG S106 Supplementary Planning Guidance		Mark Hand / Phillip Thomas	01/05/21	23/06/21
ICMD	18/08/21	Procurement of PaybyPhone as an additional payment service for our car parks (Jane Pratt)	Agree to procure PaybyPhone	Mark Hand	29/07/21	

ICMD	04/08/21	Planning Policy discretionary service charges (Bob Greenland)	Agree Candidate Site assessment charges	Rachel Lewis	29/07/21	
Cabinet	28/07/21	Securing resources for ICT resilience	To provide appropriate investment for security resilience in ICT systems	Sian Hayward	30/06/21	
Cabinet	28/07/21	Regional Collaboration: Gwent Public Service Board		Richard Jones	14/07/21	
Cabinet	28/07/21	2021/22 Revenue and Capital Monitoring report		Peter Davies/Jon Davies	27/04/21	
Council	22/07/21	investments in Leisure Centres		Marie Bartlett / Ian Saunders		
ICMD	14/07/21	Museum object Disposal		Rachael Rogers/Lisa Dymock	19/05/21	
Cabinet	07/07/21	Welsh Church Fund Working Group - meeting 3 held on 24th June 2021		Dave Jarrett	27/04/21	
Cabinet	07/07/21	Capital Slippage		Jon Davies	11/06/22	
Cabinet	07/07/21	<ul style="list-style-type: none"> Mutual Delegation of Strategic Procurement Services 		Cath Fallon		

Council	24/06/21	Chief Officer's Report		Will Mclean	19/05/21	
Council	24/06/21	Shire Hall / Monmouth Museum		Matthew lewis	24/05/21	
Council	24/06/21	LDP Preferred Strategy endorsement for consultation		Mark Hand	21/09/20	
Cabinet	09/06/21	2020/21 Revenue and Capital Monitoring outturn	The purpose of this report is to provide Members with information on the forecast outturn position of the Authority at end of month reporting for 2020/21 financial year	Peter Davies/Jon Davies	27/04/21	
Cabinet	09/06/21	Welsh Church Fund Working Group - meeting 1 held on 15th April 2021 and meeting 2 held on 13th May 2021		Dave Jarrett	27/04/21	
Cabinet	09/06/21	Digital and Data	To seek approval for the creation of a new Digital Design and Innovation Team, to strengthen our information governance arrangements and to broaden the remit of the existing performance team to include data analytics'.	Emma Jackson	13/05/21	
Cabinet	09/06/21	Shire Hall / Monmouth Museum – to consider the outcome of the feasibility study		Matthew Lewis/Ian Saunders	05/02/21	

Council	13/05/21	Outside Bodies		John Pearson		
Council	13/05/21	Appointment to Committees		John Pearson		
Council	13/05/21	Political Balance		Matt Phillips		
Council	13/05/21	Freedom of the Borough		Joe Skidmore	22/04/21	
Council	13/05/21	Climate and Decarbonisation Strategy and Action Plan		Hazel Clatworthy	14/04/21	
ICMD	12/05/21	A Nation of Sanctuary - Asylum Dispersal Scheme - Moved to Cabinet	To provide Council with an progress update on the Climate and Decarbonisation Strategy and Action Plan which was developed following the passing of a motion to declare a climate emergency.	Matt Gatehouse	19/04/21	
ICMD	12/05/21	Play Action Plan	Cabinet Member Richard John Report originally on Cabinet Agenda	Matthew Lewis/Mike Moran/Ian Saunders	16/03/21	
Cabinet	14/04/21	Leisure Centre Investments		Marie Bartlett	22/03/21	

Cabinet	14/04/21	Statutory Consultation to establish 4-19 school in Abergavenny		Cath Saunders	03/03/21	
Cabinet	14/04/21	Welsh Church Fund Working Group meeting	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2020/21 - meeting 6 held on 11th March 2021	Dave Jarrett	02/04/20	
Cabinet	14/04/21	Whole Authority Strategic Risk Assessment		Richard Jones	02/03/21	
ICMD	07/04/21	Strategic Procurement		Cath Fallon/P Murphy	09/03/21	
ICMD	24/03/21	SPG S106 Supplementary Planning Guidance	To Clarify how S106 contributions are calculated/ deferred from 13/1/21 and 24/02/21 deferred UFN	Phil Thomas/Mark Hand	01/05/19	
Council	11/03/21	Appointments to outside bodies	To appoint a representative to the Wye Navigation Advisory Committee	Matt Gatehouse	08/02/21	
Council	11/03/21	Council Tax Resolution Report		Ruth Donovan	02/04/20	
Council	11/03/21	Treasury Strategy report		Jon Davies	15/12/20	

Council	11/03/21	Constitution Review		Matt Phillips	14/08/19	
Council	11/03/21	The Annual Pay Policy		Sally Thomas	11/02/21	
ICMD	10/03/21	disposal of land for consideration	Awaiting notification re inclusion DEFERRED UFN	by Cllr Murphy/ Ben Thorpe	09/02/21	
ICMD	10/03/21	Wye Valley AONB Management Plan 2021-26		Matthew Lewis/Richard John	10/02/21	
Cabinet	03/03/21	• EAS Business Plan		Sharon Randall Smith	21/09/20	
Cabinet	03/03/21	Final revenue and capital budget proposals		Peter Davies	21/09/20	
Cabinet	03/03/21	Social Justice Strategy Update		Cath Fallon	17/09/20	
Cabinet	16/02/21	Cabinet approval of the evidence based three year highway maintenance forward programme		Mark Hand	07/10/21	
Cabinet	03/02/21	Welsh Church Fund Working Group meeting	The purpose of this report is to make recommendations to Cabinet on the	Dave Jarrett	02/04/20	

			Schedule of Applications 2020/21 - meeting 5 held on 14th January 2021			
Cabinet	03/02/21	Apprenticeship Pay Rates		Gareth James	08/01/21	
Cabinet	03/02/21	Outdoor Adventure Provision at Gilwern		Marie Bartlett	30/11/20	30/11/20
Cabinet	03/02/21	Proposed Disposal of MCC Cottages		Nicola Howells	15/12/20	
Council	27/01/21	Corporate Parenting Strategy		Jane Rodgers		
ICMD	27/01/21	Approval on Local Government (Wales) Act 1994 - The Local Authorities (Precepts) (Wales) Regulations 1995	Deferred from 13/1 to 27/1	Jon Davies		
Cabinet	20/01/21	• Draft revenue and capital budget proposals for consultation		Peter Davies	21/09/20	
Cabinet	20/01/21	Chippenham Mead Play Area, Monmouth		Mike Moran	15/12/20	

Cabinet	20/01/21	Play Area Assessments and Future Play Area Policy	to advise members of play area assessments carried out last year and suggest a rationalisation of provision	Matthew Lewis	22/09/20	
Cabinet	20/01/21	BUS EMERGENCY SCHEME (BES) – REQUEST TO ALL COUNCILS TO SIGN UP TO THE BES2 SCHEME		Roger Hoggins	24/12/20	
Council	14/01/21	Council Diary 2021/22		Nicola Perry		
Council	14/01/21	Council Tax Reduction Scheme		Ruth Donovan	07/04/20	
Council	14/01/21	Annual Safeguarding Report		Jane Rodgers	21/09/20	
ICMD	13/01/21	Minerals Regional Technical Statement Second Revision (RTS2)		Rachel Lewis	17/12/20	
ICMD	13/01/21	Museum Service Collection Review	To propose the deaccessioning of and disposal actions for the proposed items in line with Section 4 of the Museums Association Disposal Toolkit	Matthew Lewis/Rachael Rogers	22/09/20	
ICMD	13/01/21	Minimum Energy Efficiency Standards in the Private Rented Sector		Gareth Walters	15/12/21	

ICMD	13/01/21	Staffing Changes: Business Support	To seek approval for the voluntary redundancy of the Chief Executive's Personal Assistant, reducing the cost of administrative support arrangements for the senior management team and contribute to budget savings during the 2021-22 financial year./Paul Jordan	Matt Gatehouse	15/12/21	
Cabinet	06/01/21	Budget Monitoring Report - month 7 (period 2)	The purpose of this report is to provide Members with information on the forecast outturn position of the Authority at end of month reporting for 2020/21 financial year.	Peter Davies/Jon Davies	02/04/20	
Cabinet	06/01/21	RIPA Policy		Matt Phillips	21/10/20	
Cabinet	06/01/21	Gypsy Traveller Accommodation Assessment 2020		Mark Hand	23/06/20	
ICMD	23/12/20	Wye Valley AONB Management Plan 2020-2025	To approve the review of the Wye Valley AONB Management Plan 2020-2025 Deferred awaiting new date	Matthew Lewis	22/09/2020/	
Cabinet	16/12/20	Welsh Church Fund Working Group meeting	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2020/21 - meeting 7 held on 3rd December 2020	Dave Jarrett	02/04/20	

Cabinet	16/12/20	Proposal to pause work on a proposed Development Company		Deb Hill Howells	21/10/20	
Cabinet	16/12/20	Local Housing Market Assessment Update		Mark Hand	04/11/20	
Cabinet	16/12/20	Growth Options to Cabinet for endorsement for non-statutory consultation		Mark Hand	21/09/20	
Cabinet	16/12/20	Review of school places in Caldicot town		Matthew Jones	21/10/20	
ICMD	09/12/20	Shire Hall/Monmouth Museum	Paul Jordan	Matthew Lewis	deferred from 11/11	
IMCD	09/12/20	Consultation on Local Government (Wales) Act 1994 - The Local Authorities (Precepts) (Wales) Regulations 1995	To seek Member approval of the proposals for consultation purposes regarding payments to precepting authorities during the 2021/22 financial year as required by statute.	Jon Davies		
IMCD	09/12/20	Council Tax base and associated matters	To agree the Council Tax Base figure for submission to the Welsh Government, together with the collection rate to be applied for 2021/22 and to make other necessary related statutory decisions	Ruth Donovan	02/04/20	

Council	03/12/20	Corporate Joint Committee: Consultation Response'	To discuss and endorse a council response to consultation about draft regulations which will create four regional Corporate Joint Committees. These are a statutory mechanism for regional collaboration by local government.	Matt Gatehouse	16/10/20	
Council	03/12/20	Updated Asset Investment Policy		Peter Davies	21/09/20	
Council	03/12/20	Statutory Director of Social Services annual report		Julie Boothroyd	14/08/20	
Cabinet	02/12/20	InFuSe		Cath Fallon	10/11/20	
Cabinet	02/12/20	Clydach Ironworks Enhancement Scheme Revision/S106 Funding, Cae Meldon		Matthew Lewis	22/09/20	
ICMD	25/11/20	Homeseach Allocations Policy and Amendments	INCLUDED ON 11/11 AGENDA	Louise Corbett	22/10/20	
ICMD	11/11/20	WELSH LANGUAGE COMMISSIONER'S MONITORING WORK 2019-20		Matt Gatehouse		

Monmouthshire Select Committee Minutes

Meeting of Children and Young People Select Committee held at County Hall, Usk - Remote Attendance on Thursday, 14th October, 2021 at 10.00 am

Councillors Present

County Councillor T.Thomas (Chairman)
County Councillor L. Brown (Vice Chairman)

County Councillors: C.Edwards, M.Groucutt,
D. Jones, M.Lane, M. Powell and J.Watkins

Officers in Attendance

Will McLean, Chief Officer for Children and Young People
Sharon Randall-Smith, Head of Achievement and Attainment
Hazel Ilett, Scrutiny Manager
Robert McGowan, Policy and Scrutiny Officer

APOLOGIES: Maggie Harris

1. Declarations of Interest

Tudor Thomas and David Hughes-Jones declared a non-prejudicial interest as governors at Ysgol Gymraeg Y Fenni, and Maureen Powell declared a non-prejudicial interest as a governor at King Henry VIII.

2. Public Open Forum.

No public submissions were received.

3. Return to School Update

Will McLean gave a verbal update and answered the members' questions.

Challenge:

The SLT at King Henry VIII has received unpleasant and threatening messages from anti-vaxxers – is there any reassurance that these people can be identified, and any action taken?

All of our secondary schools will have received messages of this kind – perhaps even the same messages, copied and pasted. We've worked very well with our colleagues in Aneurin Bevan and are grateful for their work. Mererid Bowley, one of the public health consultants, has met with the secondary headteachers to talk through the process. It is positive that the vaccinations have been taken on at the mass vaccination centres, rather than at a school level. We work with colleagues in the legal department regarding correspondence received; there have been other instances in Monmouthshire where we have escalated that to other agencies. Headteachers should never have to receive this type of correspondence, and we are supporting them in their responses.

Teachers who can't be involved because of Covid therefore can't be involved in development of the new curriculum. Does this pose a threat to its effective introduction?

The curriculum challenge is significant. We are only two and a half terms away from its implementation. If there is a significant burden on leaders to be engaged with the management of operational matters,

including Covid, then it will indeed take away from some of their capacity to engage fully with curriculum development. However, they have had an extended period of time for preparation. But, yes, the ability to engage at the moment is a significant concern. We will discuss curriculum implementation with our Estyn colleagues in our meeting tomorrow.

Regarding King Henry attendance, the leadership is concerned that the most vulnerable children are now not attending in notable numbers. Can we return to the older model of someone knocking on doors?

Richard Austin has done a huge amount of work, nationally and locally, in how we support our schools regarding understanding the Welsh Government's position. Their position remains that they don't want to bring back some of the more pecuniary interventions relating to attendance. We are using EWOs to ensure that we are engaging with those young people to get them back into school especially as they are often the most vulnerable learners. In Monmouthshire, our attendance is normally in the mid-90%; the figure at King Henry indeed represents a significant drop-off, doubtless due in large part to Covid. But we do need to ensure that those children return to school. There are some children with significant anxiety caused by the pandemic, so different approaches need to be considered for different circumstances.

Would it be more sensible for Welsh Government to postpone the new curriculum, to give more time to organise after Covid and give the teachers the chance to take it on board properly?

When the new minister for Education, Jeremy Miles, was elected he undertook a review of this: the change he made was that secondary schools could choose to delay until 2023, and then implement for Year 7 and 8 at that time. Now, I don't think a delay will be considered. The challenge for us, as a local authority, is that we will see significant variation in delivery across our schools. that, allied to significant changes to the accountability framework, will mean that how we give account for our schools' activities will be a significant challenge in the future, but we are working on that with colleagues across the county.

Chair's Summary:

The level of Covid infection remains worrying. Absences in Year 10 and 11 will have an effect on exam candidates; greater flexibility from exam boards will be reined in next year. The level of attendance is a concern generally, particularly in the case of more vulnerable learners, for whom school can be the most structured part of their lives. Pressure on leaders is worrying, too, especially with the pressure of the incoming curriculum. We thank all leaders and staff in schools for their continued efforts.

Councillor Edwards wished to note his admiration for how Chepstow comprehensive has improved and dealt with the challenges of Covid. Councillor Groucott expressed the same sentiments towards King Henry VIII.

4. Welsh Education Strategic Plan

Sharon Randall-Smith presented the report and answered the members' questions.

Challenge:

Could we have more detail about how late immersion provision works?

The late immersion provision that we've identified in the WESP has started as a pilot – the local authority has funded this so that we can develop the right model for us. Welsh immersion looks

different in each authority depending on their starting point, rurality, proximity, etc. We have done research into different models with Ysgol Y Ffin: they have visited other schools that offer Welsh immersion provision, had contact with colleagues across Wales, worked with Welsh Government, and have started to develop our own model. Currently, we have two pupils receiving intense Welsh language support for a portion of the day, and then spending time in their own classes so that they have full access to the curriculum. This is in Ysgol Y Ffin because that is in the area where we know we need to grow the opportunities for Welsh medium education as soon as possible. But we need to look at this more broadly across the authority, considering our aspiration to have 120 per cohort – we will need to look at this development when we look at the third school in the Monmouth area. The current immersion provision will look at how we can scale up over time. Welsh Government just announced that we are able to apply as a local authority for a Latecomers To Welsh immersion grant, of up to £100k – we will submit our application form before the deadline of the end of March, and we will know how we are going to use it to accelerate the things we have already put in place, particularly training to our Welsh medium schools in the delivery of immersion techniques.

What is our provision and strategy for tackling speech and language therapy through the medium of Welsh?

This is a challenge across the region, generally. We have one Welsh-speaking member of our SpLD team, which is hugely beneficial to us and our Welsh-medium learners. We will have to work with Aneurin Bevan Health Board to secure more Welsh speakers in the services that support our youngsters with speech and language and communication. Jacquelyn Elias and her team are working closely with regional colleagues to move that forward as quickly as possible. It is very difficult to find someone who is qualified to deliver the provision and also speaks Welsh, hence the ambition to do that within the lifetime of the WESP. However, no-one is underestimating that challenge.

Regarding pupils moving from primary to secondary over the past few years many pupils have been withdrawn from Welsh medium education because of circumstances at Ysgol Gyfun Gwynllyw. How are these pupils catered for? What is the county council doing to help this significant number of pupils, and avoid the drain of pupils from Welsh medium education in the future?

It is parental choice, however, there is a concern that the numbers transferring are lower than they have been, historically. We are part of a newly formed partnership board with Torfaen in order for us to look at the issues and challenges that are arising in our pupils transferring, and look at the quality of education, and ensuring that we can increase the transfer to Ysgol Gyfun Gwynllyw. Ysgol Is Coed in Newport has set up their immersion provision to enable and encourage more students to move across from primary to secondary. Over the period of time, we hope to increase the transfer rate. Within the WESP there is also a note that we are in discussions with other local authorities to be able to look at another secondary provision that might enable some of our learners to travel in less time to a secondary provision. Pupils from Monmouth can currently manage the journey to Abergavenny for the primary period, but it is difficult to add the journey time to Ysgol Gyfun Gwynllyw on top – there are discussions around that within the Band C 21st Century Schools programme.

Regarding Outcome 1 and more 3-year-olds receiving education through the Welsh medium nursery provision, given that a number of nurseries are private, how would you envisage this happening? Has any consideration been given to dual language nursery provision?

Outcome 1 looks at increasing the number of children who are in early education provision. We work very closely with Mudiad Meithrin, an organisation that helps us to set up Welsh medium childcare facilities. There are three in the county linked closely to the schools; within the lifetime of the WESP we aim to increase this to five. This will provide up to 63 places, just over half of what we would be looking for by the end of the ten-year period. They will help us to find and recruit Welsh medium practitioners to work in those settings. It is a challenge and links to Outcome 7 regarding the workforce. Our children will then have the option of transferring into Welsh medium nurseries – there’s already one at Ysgol Y Fenni, there will be one at Ysgol Y Ffin, and we will look to the new school at Monmouth. Our practitioners already have access to significant training opportunities to develop Welsh language in our English medium schools, which is also available to Welsh language practitioners. We are trying to build up Welsh language skills across our whole cohort of learners.

How are people with different language skills affected? i.e., immersion from a household where English is spoken all the time versus one where Welsh is spoken all the time?

The majority of our learners who are accessing Welsh medium education are from English medium homes. We have found that at some point parents are reluctant to engage in a Welsh medium education for their children if they don’t speak Welsh themselves. We are therefore trying to develop, through our immersion, how we can support parents too. We can look at successful approaches taken by other local authorities. During the pandemic, our Welsh medium schools have been very proactive in providing a lot of additional support to parents to support their children’s learning. We can also look a little further to how we offer supportive sessions to parents themselves.

The plan mentions the disproportionate numbers choosing out of county provision – has any study been done as to why Wyedean is chosen?

We don’t always know the reasons when students and parents make their choice when transferring at Year 7. Sometimes it is because their sibling is already at a school, families have relocated into Monmouthshire and have an existing link with the school, and there might be a choice based on the curriculum offer, which is very different in Wales. Sometimes the decision is based on how the parents feel about the child as a learner. It is a similar pattern in other authorities who are in a similar position. Wyedean’s close proximity to Chepstow is a factor. There’s always provision for English and Welsh speaking families, so the choice is there for both. Parents who want a Welsh language provision don’t have the same amount of choice as those seeking an English language provision. The WESP is to increase the opportunities for parents to engage in that and to promote the many benefits of bilingualism.

A survey for Chepstow/Wyedean would be useful.

It would be reasonable for us to look at the reasons for transfer choices, but we can’t always guarantee that what we get back is an accurate or full response. Going forward, results won’t be published so that won’t be used as an accountability measure when it comes to choices.

It is disappointing that the new school in Monmouth is not going to come on board now until September 2023, particularly as it is a long journey for pupils in that area to travel Ysgol Y Ffin and Ysgol Gymraeg Y Ffeni.

The local authority has spent a significant amount of time trying to find a suitable solution for Monmouth, with areas inside and outside the town having been considered. Recently, we have confirmed that all of the potential land of a suitable size isn’t available to us or is in floodplain areas. We

therefore must now look within our existing provision to see where we can house a seedling school, which will involve formal consultation, and a particular period of time. But if the process can somehow move faster than we expect then we will do so.

Chair's Summary:

Thank you for the comprehensive report and the update, particularly relating to late immersion techniques. We have considered other important areas such as ALN and the transfer from primary to secondary and issues with Gwynllyw, which we need to keep an eye on. We need to press secondary provision with a tripartite arrangement between Powys, Blaenau Gwent and Monmouthshire, which is very important in terms of travel time. We also considered the matter of early years provision. The challenge regarding the workforce is considerable, and very important, as is the support for parents.

5. Children and Young People Select Committee Forward Work Programme

FSM strategy is unlikely to be ready by the next meeting, and ALN should come before it, so needs to be added. Members requested that a discussion of Chepstow school be added to the next meeting. Councillor Brown requested an update on the progress of the new school building there, and Councillor Edwards proposed discussing what could be put in place while waiting for everything to progress with the 21st Century schools programme. The Chair cautioned that perhaps a great deal can't be said at this stage regarding Chepstow.

6. Cabinet and Council Work Plan

7. To confirm the minutes of the previous meeting

The minutes were confirmed and signed as an accurate record, proposed by Councillor Groucott, and seconded by Councillor Powell.

8. To confirm the date and time of the next meeting

Thursday 2nd December 10:00am.

The meeting ended at **11.26 am**

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