

Public Document Pack



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR SGRIWTINI CORFFORAETHOL (ARBENNIG)	CORPORATE SCRUTINY COMMITTEE (EXTRAORDINARY)
DYDD IAU, 5 GORFFENNAF, 2018 am 10:00 y. b.	THURSDAY, 5 JULY 2018 at 10.00 a.m.
YSTAFELL BWYLLGOR 1, SWYDDFEYDD Y CYNGOR, LLANGEFNI	COMMITTEE ROOM 1, COUNCIL OFFICES, LLANGEFNI
Swyddog Pwyllgor	Ann Holmes 01248 752518 Committee Officer

AELODAU/MEMBERS

Cynghorydd/Councillor:

PLAID CYMRU / THE PARTY OF WALES

Lewis Davies, Trefor Lloyd Hughes, MBE, Dylan Rees (*Is-Gadeirydd/Vice-Chair*), Alun Roberts, Nicola Roberts

Y GRWP ANNIBYNNOL / THE INDEPENDENT GROUP

Richard Griffiths, Richard O. Jones

PLAID LAFUR CYMRU/ WALES LABOUR PARTY

J. Arwel Roberts

ANNIBYNNWYR MÔN / ANGLESEY INDEPENDENTS

Aled Morris Jones (Democratiaid Rhyddfrydol Cymru/Welsh Liberal Democrats)(*Cadeirydd/Chair*)
Bryan Owen

AELODAU CYFETHOLEDIG (Gyda hawl pleidleisio ar faterion Addysg) / CO-OPTED MEMBERS (With voting rights when dealing with Educational matters)

Mr Keith Roberts (Yr Eglwys Gatholig / The Catholic Church)
Mrs Anest G. Frazer (Yr Eglwys yng Nghymru / The Church in Wales).

A G E N D A

1 **DECLARATION OF INTEREST**

To receive any declaration of interest by any Member or Officer in respect of any item of business.

2 **ANNUAL REPORT OF THE STATUTORY DIRECTOR OF SOCIAL SERVICES**
(Pages 1 - 42)

To present the draft Annual Report for 2017/18.

3 **SCHOOLS' MODERNISATION PROGRAMME - LLANGEFNI AREA (Y GRAIG AND TALWRN)** (Pages 43 - 76)

To present the report of the Assistant Chief Executive.

ISLE OF ANGLESEY COUNTY COUNCIL
Scrutiny Report Template

Committee:	Corporate Scrutiny Committee
Date:	05.07.18
Subject:	Annual Director’s Report on the Effectiveness of Social Services 2017/18
Purpose of Report:	To receive and make suggestions on the final draft report presented by the Statutory Director
Scrutiny Chair:	Councillor Aled Morris Jones
Portfolio Holder(s):	Councillor Llinos Medi
Head of Service:	Alwyn Jones, Head of Adult Services and Fôn Roberts, Head of Children and Families Services
Report Author:	Dr Caroline Turner, Statutory Director of Social Services and Assistant Chief Executive
Contact Officer	Elin Williams
Tel:	01248 751813
Email:	ElinWilliams@ynysmon.gov.uk
Local Members:	Relevant to all Members

1 - Recommendation/s

The Committee is requested to:

- 1.1. Comment on the content of the draft Isle of Anglesey County Councils’ Annual Director’s Report on the Effectiveness of Social Services 2017/18.

2 – Link to Council Plan / Other Corporate Priorities

The work undertaken by Social Services links directly to the Isle of Anglesey Plan 2017/2022.

3 – Guiding Principles for Scrutiny Members

The following set of guiding principles will assist Members to scrutinise this subject matter:

- 3.1 The customer/citizen [looking at plans and proposals from the point of view of local people]
- 3.2 Value [looking at whether plans and proposals are economic, efficient & effective. Also, looking at the wider requirements of community benefits]
- 3.3 Risk [Look at plans & proposals from the point of view of resilience and service transformation. It is about the transition from a traditional service to a transformed one, and about the robustness of the transformed service once it is in place]
- 3.4 Focus on the system (including organisational development) [Ensuring that the Council & its partners have the systems in place to ensure that they can implement transformation smoothly, efficiently and without having a negative effect on service delivery]
- 3.5 Focus on performance and quality [Scrutiny undertaking a performance monitoring or quality assurance role, on an exception basis]

3.6 Focus on Wellbeing [Looking at plans and proposals from the perspective of the Wellbeing of Future Generations requirements]

4 - Key Scrutiny Questions

1. How does the report capture the Council's current position with regards to delivering its Social Services for children, young people and adults?
2. Does the report accurately reflect the Authority's improvement priorities for both Adults and Children and Families Services for the forthcoming year?
3. In what way does the report reflect the Council's accountability and responsibility with regard to its Social Services?

5 – Background / Context

Purpose of the report:

To receive and make suggestions on, the final draft report presented by the Statutory Director. The purpose of the report is to promote awareness and accountability for the performance and progress made over the past year in delivering Social Services within Anglesey County Council. The report also outlines the focus for improvement for the forthcoming year.

Please note that the final report, once agreed, will be published on the Council's Website using an interactive PDF – which will allow for electronic links to web sites and case studies etc – making the report more visually interesting and colourful. The template for which is being designed by our Graphic Designer and Digital Marketing Officer.

Service Challenge Day

The Service held a Service Challenge session on the 14th June 2018 and partner organisations, third sector organisations, carers, providers and Service Users representatives were invited to attend the event. The event was well attended.

Attendees were presented with key overview messages from Caroline Turner, Assistant Chief Executive, in her role as Statutory Director of Social Services as well as from Alwyn Jones, Head of Adults Services and Fôn Roberts, Head of Children and Families Services. The Service Challenge Day provided an important opportunity to engage with our key stakeholders in reviewing progress and identifying priorities.

Timetable

The final report will be shared with the Executive Committee on the 16th July 2018, and then to the Full Council on the 25th September 2018. Furthermore, the final report will be published on the Council's website via an Interactive PDF.

6 – Equality Impact Assessment [including impacts on the Welsh Language]

Not applicable

7 – Financial Implications

Not applicable.

8 – Appendices:

Appendix A- Annual Director's Report on the Effectiveness of Social Services 2017/18
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9 - Background papers (please contact the author of the Report for any further information):

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Draft 2.0 26th June 2018

Annual Directors Report on the effectiveness of Social Services 2017-18

Director's Introduction & Summary of Performance

I am pleased to present the third Annual Report under the Social Services and Well-being Act (Wales) 2014. Over the past twelve months I'm pleased with the progress that we've made in working corporately with the Housing and Education Services to deliver integrated support. Our collaboration with partners has also improved, in particular with Betsi Cadwaladr University Health Board, North Wales Police and our Third Sector partners.



We've made significant progress in improving Children and Families' Services during 2017-18, and this has been recognised by Care Inspectorate Wales in their letter in January 2018. There have been a number of key elements to this:

- We've reviewed the support provided to most of the children and young people who are either Looked After, on the Child Protection Register or in receipt of a Care and Support Plan; this has ensured that we're providing the most appropriate level of support. This allows our Social Workers to focus on the children and young people and their families who need support and protection.
- We've also strengthened the support available to families whose situation does not require intervention by Social Workers, but who do need additional support at this time. Teulu Môn is a new team that has been operational since October 2017, with significant additional resources. The new Prevention and Early Intervention Strategy will enable us to commission targeted interventions for children, young people and their families, making effective use of the Families First grant.
- For those families whose needs are greater, the Resilient Families Team, established in October 2017, has already provided intensive support for families who are at risk of having their children taken into care, or to facilitate the return home of some children and young people, where that is appropriate.

I would like to thank Leighton Rees and Llyr Bryn Roberts for leading the Service so effectively during 2017; I was pleased to welcome Fôn Roberts to the post of Head of Service in December 2017. Our improvement journey continues, and our aim during the remainder of 2018 will be to ensure that professional practice amongst our Social Workers is consistently good, and that we see an improvement in our Performance Indicators. We will also be seeking to increase the number of foster carers and residential placements for children "who are looked after" closer to home. We will be strengthening the support available to young people as they prepare to leave our care, giving them the support and assistance to become responsible and independent young adults. We continue to meet regularly with Care Inspectorate Wales, and provide them with examples of our improvements, as we prepare for a re-Inspection later in 2018.

Our support to the people of Anglesey is a corporate responsibility, and is not limited to statutory Children and Adult Services. We have undertaken some innovative work to raise awareness of the impact of Adverse Childhood Experiences during this year, and have also arranged for all Council employees to receive training on Violence against Women, Domestic Abuse and Sexual Violence. We're seeing a small but significant increase in serious crime on the Island, with some of that targeted at vulnerable people, whether adults or children. The problems that we associate

traditionally with inner cities are now affecting North Wales, and Anglesey is not immune to these trends. Our services will therefore continue to work in partnership with North Wales Police and Third Sector Partners to provide support to those affected, but also to raise awareness amongst our communities to try to prevent people from being drawn into these activities. Housing Services, Children and Families Services and the Lifelong Learning Service have been particularly active in their targeted support for a number of communities affected by these issues during 2017, and will continue to do so.

I am pleased with the progress that Adults' Services have made this year, in particular with the re-modelling of Garreglwyd in Holyhead so that we are able to provide specialist support for older people with dementia, enabling them to remain on Anglesey, closer to family and friends. Hafan Cefni, the new Extra Care facility in Llangefni, will open later in 2018, and will also enable more people to stay within their community as their care and support needs increase. We have begun the process of tendering for new Domiciliary Care arrangements, and look forward to awarding the contracts soon; this will also improve services on Anglesey, and ensure improved access and a consistency of service across the Island. All of these improvements will enable us to support our health colleagues as we jointly try to reduce the problem of Delayed Transfer of Care from our hospitals.

We will continue to review and improve our support for those with Learning Disabilities, ensuring that the arrangements are appropriate and make effective use of resources; we will co-produce any new arrangements with third sector providers, listening to the views of service-users, families and service providers as we make any changes. I am pleased that we have seen an improvement in the percentage of carers of adults who requested an assessment or review in their own right during the year; we have also seen an improvement in the percentage of adults who completed a period of reablement and have no package of care and support six months later. Enabling people to maintain or regain their independence, and remain at home where possible, is important for the quality of life for those affected, and the support provided by families and communities will become increasingly important as the pressure on public budgets remains, building on a strong tradition of looking after our families and neighbours within our communities.

I would like to thank our Elected Members for their challenge and support over the past year. Their input into policy has strengthened some of our proposals, and is important since they are able to articulate the views of their constituents. In particular, the work of the Children's Services Improvement Panel has been instrumental in overseeing the improvements in Children and Families' Services throughout the year, and the arrangements were strengthened and formalised as part of the Scrutiny arrangements following the May 2017 local authority elections. The interaction between Members of the Panel and managers from Children's Services, as well as the regular Laming visits that have recently been re-instated, have assisted members to understand the complexity of the services provided to children, young people, their families and carers, leading to enhanced challenge and scrutiny, but also to improved support as we continue to make changes and improve the service.

Dr Caroline Turner
Assistant Chief Executive and Statutory Director of Social Services

How are People Shaping our Services?

Our business revolves around people, our citizens, our clients, our staff and our partners. This has been prepared in a more accessible format, to encourage the people of Anglesey to read it, develop an understanding of the breadth of our services, and participate in any consultations about the ways that we can improve our services.

As a Council we are fully committed to providing a bilingual service. Anglesey Social Services are continuing to work towards the Welsh Government Strategy Framework 'Mwy Na Geiriau' (More than Words), and currently 81% of Children's Services staff and 74% of Adult Services staff that responded are almost fluent or are fluent Welsh speakers. This is an increase on previous year's figures.

We communicate regularly with individuals and partner organisations in order to gather information, views and opinions. Consultations, meetings, events and questionnaires have been used over the year to help us understand what's important to those we are most trying to help. This in turn helps shape our improvement plans and helps to prioritise our work. Examples of this would be the Seiriol Ward engagement with regard to the development of an Extra Care provision.

Working closely with our partners is of vital importance in the current climate. Co-producing care and support with individuals, communities and organisations allows us to do this and to challenge, adapt and change current models of care.

The development of Gŵyl Integ / INC fest is a positive example of Coproduction – this was an idea that came from a parent that grew and then became a reality through the willingness of Specialist Children's Service/ Families First and Third Sector (Carers Outreach) to work in partnership to make the event happen. This took place on the 28th March 2018 and was a great success with many children, families and adults attending. There were information stalls; activities; music workshops and live bands.

We have also continued to work with the community, third sector organisations and other partners to strengthen partnership working. We also continue to work within the community through our Multi-Disciplinary Teams and Local Asset Coordinators.

We have the Anglesey Foster Care Forum which aims to improve and develop the fostering service on Anglesey by working together as a team, in order to improve the quality of life of Looked After Children on Anglesey. We also have an annual survey asking foster carers for their views on everything from the support they receive to the training they have undertaken. We have also developed a new mentoring scheme with our foster carers as part of a pilot project with the fostering network. As part of this, we held consultation sessions with foster carers and the feedback was fed in to policies and guidance.

The Regional Partnership Board which includes Anglesey have published a new 5 year plan for how health and social care services will work together to meet the care and support needs of people in North Wales. The plan sets out priorities for integrating services between health and social care across North Wales for all people. It's been written in response to the population assessment which highlighted

an increase in the need for care and support. People across North Wales have taken part to have their say about the shape of future services. The plan is available at: <https://www.northwalescollaborative.wales/north-wales-population-assessment/regional-plan/>

Ynys Môn Adults Services are also drafting their commissioning plan for the future and will be published at the end of 2018/19 financial year.

We also learn from complaints that are made and the number of complaints for Children's Services has gone down during the second part of the year. Both Children and Adult Services are doing well in meeting complainants to discuss complaints but we need to ensure we write to all complainants within 5 days of meetings. In terms of positive comments, a total of 232 positive comments were recorded during the year (96 for Children's Services and 136 for Adult Services) – an increase on the previous year's total of 202.

Quality Standard 1

Working with people to define and co-produce personal well-being outcomes that people wish to achieve

Adults

Our **Single Point of Access or SPOA** is the first point of contact and gives individuals access to clear and understandable information, advice and assistance, and where necessary considers whether the individual requires further assessment. It supports adults aged 18 years and over, including carers.

We will review the effectiveness of our SPOA service to ensure it complies with the Social Services and Well-being (Wales) Act 2014.

During the year we reviewed our **advocacy arrangements** and put in place a new contract, in partnership with Gwynedd Council. North Wales Advice and Advocacy Association now provide instructed advocacy across all adult user groups, self-advocacy support and engagement with specific projects. This puts us in a better position to meet the requirements of the SSWBA and to promote best practice.

Môn Community Link, the Third Sector and community point of access run by Medrwn Môn continues to provide Information, Advice and Assistance regarding community activities, groups and classes. The Council and Medrwn Môn are continuing to work in partnership with different Council departments and local organisations to populate the **Dewis Cymru** website with local information about provision for supporting people's well-being.

Children and Families



Teulu Môn is the Children and Families Service's Information, Advice and Assistance hub that has been set up in response to the SSWB Act and includes the duties of the Family Information Service under the Childcare Act 2006. We are passionate about ensuring that every child; family and all professionals have easy access to up-to-date information, advice and support. We have also recently made arrangements with Dewis Cymru who will provide access via their web site for the families of Anglesey to access information.

The engagement officers have participated in several Môn events to promote the service. These events include family fun days, festivals, the national Eisteddfod, Sioe Môn and a unique festival promoting the inclusion of children with disabilities.

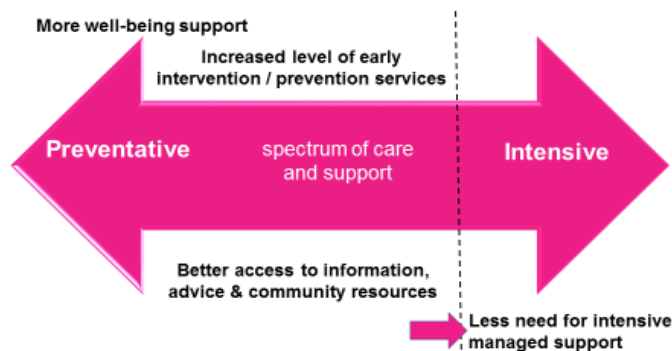
Engagement officers in Teulu Môn have the 'What Matters' conversation with individuals to consider how they can be supported to use their own strengths and resources to achieve well-being and personal outcomes. Well-being is about a person being happy, healthy and comfortable with their life and what they do. We have invested in training for the engagement officers in Motivational Interviewing and Brief Solution Focused Therapy to build upon and improve our current skill set. A representative from Social Care Wales who spent the day with Teulu Môn, noted that

the staff were very happy and committed to their job and were presenting an excellent front door service to callers in terms of their customer service skills.

When assessing eligible needs, starting with the 'What Matters' conversation, workers now focus on people's strengths and available community support, and work with individuals (including carers) on how best to utilise what is available to them to meet their needs. Considering the family dynamic is essential in this process. When this has been done and it's considered that formal care is required to assist an individual or family, a care and support plan is developed.

Early intervention is about helping to prevent young people and families with children of all ages from developing problems which are difficult to overcome. By equipping families with the skills and support they need at an early stage, we are more likely to prevent them from running into difficulties at a later stage, and more likely to help families develop intergenerational cycles of positive parenting, relationships and behaviour. By building on the strengths of parents we can help them create supportive and enriching environments for their children to achieve their potential and to mirror their positive behaviours.

What is the Act trying to achieve: Prevention



Our aim is to enable vulnerable families to be better able to manage their problems and provide a suitable, safe and secure environment for their children. This would involve:

- **BUILDING** resilience in children, young people, parents, carers and the community.
- **PREVENTING** need escalating by the early identification of issues and effective intervention.
- **PROTECTING** from significant harm by offering intensive and effective intervention.

The Teulu Môn model works well if families are motivated to access provision and support and if the provision is available and accessible. However families which escalate often either have little recognition of their issues, or have a vested interest in not being open about their circumstances.

Our evidence also suggests that we can predict who the most vulnerable families are and are already known somewhere in the system.

The objectives for our Teulu Môn Service are therefore:-

- To establish a comprehensive database of resources and services in a format that is accessible and available to children and families.
- That the Information, Advice and Assistance hub provision is appropriately resourced.
- To establish an interface and possible integration with other information and advice services.
- To build links and relationships with key stakeholders to ensure they understand their role in the process and have the skills needed.
- To establish systems, skills and processes to gather the necessary content of the 'What Matters' conversation either directly or via the referring agencies.
- To establish intelligence systems to gather broader information to establish the extent and nature of risk and vulnerability.

We offer active intervention in circumstances where there is a significant risk of escalation, with a view to deescalating that need. In this context the escalation we are concerned about means:-

- The risk of significant harm/ being placed on the child protection register
- The need to go into the Public Law Outline (PLO) process
- The need to go into Care Proceedings
- The need for children to remain in the looked after children system.

Our model of intervention seeks, wherever possible and appropriate, to deal with matters at the pre-statutory services level. In that context all circumstances that do not involve a Section 47 investigation or removal to care will be dealt with by the Early Intervention and Prevention Service in that way. This will be by staff designated in the Team around the Family, Social Worker practice groups and a new stepping forward service. The investigation of significant harm (S47 investigations) complex care and support assessment or removal to care will be led by the Social Work practice groups.

Adverse Childhood Experiences (ACE) are harmful experiences that may affect children's development and impact their health, behavior and opportunities in adult life. We are eager to embed our knowledge around the ACE's agenda and have provided training to all staff to improve their understanding.

Specialist Children's Services (SCS)

Having the dedicated Information, Advice and Assistance (IAA) Social Worker has proved to be an effective way to manage new referrals coming into the service. As it was not practical for the IAA Social Worker to continue to assess the new referrals that were specifically for Health services, such as behaviour management, skills development, complex health needs, the children's community learning disability nursing team have set up 'screening' clinics as a way of assessing new referrals.

Priorities 2018/19

- We will continue to work with all organisations and partners to strengthen partnership work, and improve our communities for all our citizens.
- To complete the evaluation and remodel of our SPOA to ensure it becomes a truly integrated with Betsi Cadwaladr University Health Board and Medrwn Môn.
- To use Families First funding to pilot a new hybrid post – Disability and Wellbeing Co-ordinator. This follows the development of Teulu Môn and a review of referral process.
- We will improve practice across the whole of Children's Services and ensure consistency in terms of assessments, statutory visits, recording and providing support.
- Embed new ways of working, ensuring all referrals to the integrated team come into the Specialist Children's Service via Teulu Môn, and complete a 'What Matters' Conversation. In turn the Practice Leader will decide how the referrals should progress, either to TAF/Teulu Môn, Specialist Children's Services or signposted to universal or alternative non statutory services.
- Teulu Môn will continue and build upon existing Engagement Strategy, making links with communities, families and individuals on Anglesey.
- To create an ACE's aware local Authority and for staff to be trauma aware.

Measuring Quality Standards 1:

- 94.25% of people reporting they were treated with dignity and respect
- 91.92% of service users responding positively to the question "Overall, how satisfied are / were you with the care and support services you received?"
- 92.60% of adults who receive a support package from social services who report that they are satisfied with the service they are receiving
- 92.60% of adults who receive a support package from social services who report that they are satisfied about how the services they received were meeting their needs

Quality Standard 2

Working with people and partners to protect and promote people's physical and mental health and emotional well-being

Adults

Môn Enhanced Care Team (MEC) continues to support prevention of admission into hospital of frail, elderly people with multiple health conditions. MEC plays a part in promoting independence and re-ablement. An Advanced Practice Paramedic has now joined the MEC Team. This role has increased service capacity to accept acutely ill patients at home from Welsh Ambulance Service Trust (WAST) directly.

MEC Service September 2017 - March 2018:	
Number of patients referred	117
Visits completed	533
Hospital admissions avoided	91
Bed days saved	409

A meeting of **the Loneliness and Isolation Group** was held in year with input from all stakeholders including voluntary organisations and Age Cymru Gwynedd a Môn. A lack of community transport was identified as a prime reason for loneliness and isolation particularly in rural areas, and as a consequence a summit on this specific matter is taking place to formulate a joined up approach to tackle this matter.


As part of the continued development of Age Friendly Communities, Community Hubs are being developed across the Island and a hub will be based in the Extra Care facility in Llangefni

The Night Owls service is providing on-going care and support for people overnight in their own homes

Adult Services now operates a full Seven Day Service focussing on preventative care; avoiding unnecessary hospital admission or delayed discharge

We continue to establish Community Alliances via our Building Communities Model. The Seiriol Community Alliance is well established.

We provide and commission a range of **day care and work based opportunities across Anglesey** for individuals with **learning disabilities**, including people with very complex needs. The services offer differing opportunities, including developing independent living skills, work skills, social skills, community presence, and the provision of respite for carers. Most services have a commercial aspect with gardening services, woodwork, arts and crafts on offer allowing individuals to experience a real business environment.



“It is reassuring to know that there are imaginative, hardworking, clinically able individuals to advocate on behalf of our client group and move services forward into the future. They are very committed and listen to support and advice offered and question practice where appropriate.”

The **Community Support Services Team** is an integral part of our delivery of community based mental health support. The team receives grant funding from **Supporting People** and delivers housing related support to people in primary and secondary care. Support is provided to people with moderate to complex needs in a range of community settings including people living in their own homes and in two supported living schemes where individuals are supported to develop the skills necessary for independent living. During the year the team has worked closely with partners in the housing sector to secure suitable move-on accommodation from the supported housing schemes. The team actively promotes recovery and well-being and works with a range of local providers in the Third Sector to reduce stigma, promote social inclusion and deliver person centred support.

The **Reablement Service** is for adults aged 18 years and over to get them ‘back on their feet’ by regaining their independence following a period of illness, disability or loss of self-confidence and empowering them to manage their health and well-being. Integral to this service is provision of equipment and assistive technology which support independence. Much of this equipment is provided through a loans store provided jointly the Health Board, Conwy and Gwynedd Social Services.

We continue to have 3 dedicated intermediate care beds available at Plas Mona residential care home in Llanfairpwll. These continue to be used to facilitate hospital discharges where a further period of reablement is required, they are also used as ‘step up’ beds to prevent hospital admissions for individuals who require a further assessment period. It is planned that intermediate care beds will be available within our Extra Care Housing schemes in both Penucheldre and Hafan Cefni during the next year.

Multi-Disciplinary Team - We continue to have multi-disciplinary teams based in the Penrhos Stanley Hospital in Holyhead, Amlwch Health Centre and Plas Mona. In

addition, we continue to have intermediate care resources for short term placements within care homes on the Island to manage crisis situations and also fast track hospital discharges. The Multi-Disciplinary Teams are crucial to good practice. We have continued to strengthen multi partnership working via Model Môn and are further enhancing partnership working with our domiciliary care providers.

One key element of the Ageing Well Action Plan is '**Falls Prevention**'. A partnership between the Council's Leisure Department and the Health Board, the Service continues to offer a wide range of interventions to the over 65s on Anglesey to help reduce the risk of having a fall and the fear of falling. One key element of the Ageing Well Action Plan is 'Falls Prevention'.

Children and Families

Young carers - The provision of services for young carers is essential to assist and support children and young people to have positive childhood experiences. We commission Action for Children to carry out this work and assess young carers and their needs across Anglesey.

The Bont Partnership continues to provide a service from the Specialist Children's Services Social Worker and Transition Co-ordinator who are based within Canolfan Addysg Y Bont on a weekly basis. This has created a closer working relationship between both services and developed a way of supporting individuals and families when any issues or concerns arise in a more responsive and co-ordinated way.

Priorities 2018/19

- Undertake review of internal day services for adults with learning disabilities, focusing on progression, client choice and outcomes.
- To further strengthen and develop our Multi-Disciplinary Team working within the three patches in partnership with Betsi Cadwaladr University Health Board, third sector partners and domiciliary care providers in order to provide timely responses and secure local access to integrated provision.
- To implement our new home care contract in June 2018 and ensuring a smooth and well communicated transition to successful providers.
- To support progress of Seiriol Alliance community model.
- Specialist Children's Services would like to develop the service to offer a regular 'drop-in' session for all children, young people and families/carers who attend Canolfan Addysg Y Bont. These sessions could include advice / support from children's community learning disability nursing team, Teulu Môn/Team Around the Family sessions / Neurodevelopmental Pathway dependent on the needs of the disabled child, young person and their families/carers.

- Children’s Services to recruit to the following posts:
- **Emotional Well-being Worker** (this worker will work with children who are considered to be experiencing difficulties with general anxiety based conditions).
- **Domestic Violence Family Worker**- this worker will provide support to the children where domestic violence has been identified and work with the whole family including parents.
- **Healthy Relationships Worker**- worker will work closely with schools, children services and community health services to identify early signs of harmful sexualised behaviour in children of both primary and secondary school age.
- **Parental Mental Health and Substance Misuse Worker**- the worker will provide evidence based interventions with parents and families who may be suffering from low level depression or generalized anxiety disorders.

Measuring Quality Standards 2:

- 573 of adults required residential care at some point during the year compared to 637 for last year.
- 366 of adults were in residential care on 31st March 2018 compared to 396 in 2017.

“You were all so kind. Nothing was too much for you – caring and compassionate staff that you are. Indeed, you are a magnificent team, I can vouch for that. Brwynog is really a home from home. Many thanks to you all.” –
Brwynog, Adult Services

“Simply the best place. Fantastic Team. Lovely atmosphere, friendly, calm. Enjoyed every moment at Plas Crigyll. Can’t thank you enough.” –
Plas Crigyll

Quality Standard 3

Protecting and safeguarding people from abuse, neglect or harm

Corporate Safeguarding Arrangements

“Safeguarding” is everybody’s business within the Council. Whilst Social Services is the lead Service for dealing with enquiries regarding allegations / concerns that children and adults may be suffering significant harm, everyone has a responsibility to safeguard the welfare of children, young people and adults who may be at risk, whatever the role of the individual. The Local Authority, through the work of its Corporate Safeguarding Board, has put in place a number of key policies to underpin its Corporate Safeguarding arrangements, and has made considerable progress in completing the actions in the Corporate Safeguarding Action Plan.

Key achievements

- Reviewed the Safeguarding Policy: to ensure that it was current, and that Modern Slavery and Prevent Duties were embedded into the corporate arrangements.
- Provided training for staff in line with their role and responsibilities. Over 1600 staff have met the requirements to complete the Ask and Act Level 1 training as part of our Violence against Women, Domestic Abuse and Sexual Violence Act responsibilities.
- The revised Taxi Licensing Policy was approved, which includes mandatory (Child Sexual Exploitation (CSE) training for taxi drivers, which the Local Authority delivered alongside the police during 2017/18.
- Continued to ensure that the safeguarding implications of major developments are identified, and mitigation developed.

Regional and Multi Agency Context

The Council plays a full part in the work and priorities of the North Wales Regional Safeguarding Boards for children and adults: both on a regional and local basis. This has included both financial support and officer time. There were no Child or Adult Practice Reviews held in relation to our work during 2017/18. We developed our multi agency quality assurance arrangements during the year.

We have continued to play out part in the Multi-agency public protection arrangements (MAPPA) and Multi-Agency Risk Assessment Conference (MARAC) arrangements. Multi Agency Public Protection Arrangements continue to monitor and manage risk on a multi-agency basis regarding individuals who are assessed as being high risk to the public.

Adults Services

The Service has continued to implement the revised safeguarding requirements under Part 7 of the SSWB Act, moving away from the language of the POVA process to evidencing compliance with the SSWBA. We have worked with the North Wales Safeguarding Adults Board to undertake independent evaluations of our

safeguarding practice. Whilst in its early stages, we remain committed to learning from the people who experience our services.

As with Children's Services, evaluations of practice show that there are examples of good practice, in terms of the safeguarding of adult who may be at risk. However, the Service recognises the need to improve the robustness of the safeguarding process and to make best use of the enquiries stage of the Adult at Risk process. There are a number of matters to be taken forward on a multi-agency basis, including the engagement of partner agencies within the Adult at Risk Process and the quality of Safeguarding Reports made by partner agencies.

Within the VARM Panel (Vulnerable and Risk Management Panel) we work jointly with our colleagues from North Wales Police to coordinate our work in supporting individuals who present with complex needs across public services. The evaluation shows that through a multi-agency approach, engagement with support services improved, with reduced demands on the Police and Welsh Ambulance. There was a reduction in both vulnerability and risks on the individuals as a direct result of a referral to VARM. Feedback from professionals who attended VARM demonstrated that the panel was effective in ensuring a multi-agency approach to working with vulnerable individuals.

Children's Services

A key element of the Children Services Improvement Plan is to improve the practice within the service for safeguarding of vulnerable children. The Service has worked hard to achieve changes and improvements during the year. During the year we provided coaching/mentoring to practitioners to better embed the Gwynedd/Thornton Risk Model into the assessment process and at various points to support a robust and confident analysis of need/risk, considering the total evidence in each case.

Whilst there are examples of good practice, overall, practice remains inconsistent across the service. The Service recognises where further improvements are required and are working hard to achieve these.

We have focused on understanding the reasons why children become subject to a Child Protection Plan. All of the cases where the child's name is on the Child Protection Register have been reviewed, to ensure timely and swift action is taken to address safeguarding concerns. During this period we saw a significant decrease in the numbers of children on the register. We understand the reasons behind this, and we can evidence some effective work happening to escalate cases to a more statutory footing and/or cases where the work completed has seen the family bring about changes.

Social Services Quality Assurance and Safeguarding

The Safeguarding and Quality Assurance Unit has been strengthened with additional resources and focus.

- The unit has responded positively to the challenges within the Service Improvement Plan (Children Services)
- Developed and implemented the Children Services Quality Improvement Framework
- In collaboration with practitioners, set standards for areas of practice, upon which practice is evaluated.
- Ensured that the process of planned and systematic casefile audits, thematic audits/studies, management reviews and Multi Agency Audits are taking root within the services, with the findings supporting improvements in practice.
- Provided and facilitated learning opportunities based on the findings of evaluations.
- Considerable work to improve the arrangements for Part 4 meetings. There is more clarity on the threshold for holding a Part 4 meeting, improved attention to timeliness and clear decision making
- Reviewed the arrangements for ensuring that Deprivation of Liberty Safeguards (DoLS) applications are responded to effectively and increasing Best Interest capacity. This saw an investment in 2018/19 of £172k made to support Adult Services to address this.

Priorities for 2018/19

- Improve Child Protection Processes– focus on improved preparation, planning, evidencing that thresholds for significant harm and registration met, reporting and measuring change and achieving safety/outcomes
- Improve Statutory Review Processes– focus on improved preparation, robust scrutiny of care and support for children, and putting the child at the heart of the review process.
- Deliver on the investment in increasing the Best Interest Assessor's capacity so that the DOLS waiting list is reduced, and reviews of exiting DOLS are carried out in a timely manner.
- Improve the robustness of the adult safeguarding process, aligning with the Adults at Risk Handling Individual Cases guidance (which is draft at the current time), when that is published by Welsh Government. The focus will be on making the most of the enquiries stage of the Adult at Risk Process; focus on timeliness of responses and improved engagement by other agencies within the Adult at Risk Process; improved case recording and independence of the child protection process.

Measuring Quality Standards 3:

- 90.48% of adult service users responding positively to the question, "Has support set up by Social Services helped you to feel safe and secure in your home?"
- 96% of care and support plans (or support plans for young carers) that were reviewed during the year, within agreed timescales compared to 88% the previous year.

Quality Standard 4

Encouraging and supporting people to learn, develop and participate in society

Adults

A draft **Dementia Strategy** and Action Plan has been developed locally that will be aligned with the Welsh Government Dementia Action Plan for Wales 2018-2022. The draft Dementia Strategy is in keeping with the Older Peoples' Strategy themes, which are:

- Independent individuals/strong communities
- Helping you to live at home
- When living at home is no longer an option.

Included within the Strategy is improving current information, more training for care home managers and further developing the Dementia RED service across the Island. Discussions have also started around strengthening Multi-Disciplinary Team working within the area of Dementia with Betsi Cadwaladr University Health Board.

There continues to be three Dementia Cafes on the Island; these give people a place to go if they are caring for a person with Dementia, if they're worried about someone's memory, or just to meet other people who are affected by Dementia.

The **crisis response service** in Plas Crigyll is about to begin, and will provide out of hours support service for Carers of people who have Dementia that need urgent support during the night.

The **Side-by-Side Project** has also been running, and Carer Information and Support Programme and Dementia Support Drop-Ins have been running across the Island, which provides an opportunity for people affected by Dementia to speak to a Dementia Support Worker.

The Local Authority is aware of additional funding that will be allocated for Dementia in the coming year and is starting to plan the best use of this resource.

There are now three **Dementia Alliances set-up on Anglesey**. The Beaumaris Dementia Alliance has continued to develop, and new alliances have been set up in Holyhead and Llangefni. All have a three-point action plan to implement Dementia Friendly Communities within those areas. These are co-ordinated by the Local Asset Coordinators. They are working together to gain official recognition from the Alzheimer's Society and hope that Seiriol will be a designated **Dementia Friendly Community**. They aim to promote and raise awareness of simple changes that can make a world of difference to someone living with Dementia, their families and carers, so that they can be supported, understood and included.

Community Hubs offer a range of services as a first point of contact and access to support i.e. chiropody, falls class, walking groups and Citizens Advice Bureau sessions on benefits and entitlements. They provide a focal point to foster

The **Homeshare Scheme** enables individuals to access support in a professional carer's own home to build on existing life skills and establish greater links in the community. This also provides a break for the individuals looking after a person with Dementia.

greater local community activity and bring residents together to improve the quality of life in their areas and contribute towards minimising loneliness and isolation. Community Hubs are located at Holyhead, Amlwch, Llangefni, Llanfaelog, Llangoed, Llanddona, Beaumaris, Bryngwran and Llanfairpwll. Future developments are planned for Newborough. We are also piloting the provision of personal care in community hubs in partnership with Menter Môn, a local Third Sector organisation.

Local Asset Co-ordination continues to be developed. The Local Asset Co-ordinator role is well established in the Seiriol Ward. Seiriol services established through the LAC programme includes Men's Sheds, dementia day opportunities within the community hubs and Dementia Alliance (remit to develop an action plan to establish Seiriol as a Dementia Friendly Community). The Local Area Coordinators in Holyhead and Llangefni are funded through the Integrated Care Fund.

The **Ageing Well in Wales Programme** is for individuals aged 50 years and over and aims to develop the Local Authority's Preventative Strategy by establishing three AgeWell centres which work on the principle of inclusion by signposting and improving access to mainstream and universal support. These centres continue to operate in Amlwch, Llangefni and Brynsiencyn.

Employability Schemes- Anglesey provides support for young people and adults who need support to gain employment, working with neighbouring local authorities to access European Social Fund grants to support this work:

- The **TRAC** project supports learners aged 11-16 who are at risk of becoming NEET (Not in Education, Employment, or Training).
- **AdTRAC** aims to reduce the number of 16-24 year olds who are not engaged in employment, education or training and who experience barriers to progression onto positive pathways.
- The **OPUS** operation in North Wales has been developed to engage with economically inactive and long term unemployment, those considered to be the furthest from the labour market with multiple barriers to employment and bring them closer to the labour market. OPUS provides support and interventions that will equip the participants with the appropriate skills to gain sustainable employment.

The **TRAC project** is a partnership between the 6 North Wales local authorities, the Llandrillo Menai Group, Cambria College and Careers Wales. It supports vulnerable pupils between 11-16 years of age to continue and succeed in education, training or work. To date, 329 young people have been referred to the project on Anglesey, 13 companies are delivering enhanced curriculum courses and 26 young people have managed to secure regular work placements. 97% of the Year 11 participants in 2017 moved on successfully to further Education. All participants report an improvement in one of the 6 core development areas. Bespoke support plans are designed between the learner, TRAC team, school and where relevant SSD, YJS and CAMHS and coordinated by Youth Workers and Therapeutic Workers. Specific support is targeted towards children in care and there are excellent examples of care packages which have been customised for these young people.

Through the Welsh Government's **Intermediate Care Fund** we are supporting young people and adults with learning disabilities to be as independent as possible. This will be achieved by supporting people to identify and achieve their own wellbeing needs and measuring the success of intervention from Children's Services through to Adult services:

- **Prevention and early intervention** – Active Support Plans allow young people to support the development of skills and support plans which will be portable through Transition to Adult Services.
- **Voice and control** – we are supporting individuals to develop Person Centred Plans and to decide on desired outcomes and implement these into progression plans.
- **Co-production** – we are co-producing a portable support plan to enhance current day service provision to promote independence, choice and control through the development of progression plans.

Promoting Independence

Ynys Môn's **Direct Payments Service** has been transformed over the last 18 months – we focussed the changes on the areas that were deemed to be problematic by current and previous Direct Payment recipients. Take-up of Direct Payments has almost doubled, from 59 in September 2016 to 112 in March 2018. We intend to continue to engage with all current Direct Payment users during 2018/19 in order to focus our efforts on making further improvements where they deem necessary. Below are links to the stories of how Direct Payments have changed the lives of two families on the island.

Dylan's story – in Welsh with English subtitles:

<http://www.anglesey.gov.uk/health-and-care/adult-services/care-in-the-home/direct-payments/see-dylans-story-on-video/>

William's story – in English with Welsh subtitles:

<http://www.anglesey.gov.uk/health-and-care/adult-services/care-in-the-home/direct-payments/see-wiliams-story-on-video/>

Children and Families

The **Youth Justice Service** covers the two-county area of Gwynedd and Anglesey and serves to support children and young people in, or who are at risk of entering, the justice system. For the sixth consecutive year the Gwynedd and Môn Youth Justice Service achieved positive results in the six Key Performance Indicators for Youth Justice in Wales. First Time Entrants rates and numbers continue to fall. Custody use remains low (reflecting a national trend). Although re-offending rates have remained stubbornly high in recent years, the Management Team and the Board were pleased to see slightly lower rates and frequencies compared with the rest of North Wales and Wales. The plans for the service in 2018-19 are to develop greater understanding of what we need to do to reduce reoffending rates and improve education, training and employment provision. In addition the service is at the centre of the work to develop Substance Misuse Services (SMS) for children and young people, with increased financial support from the Area Planning Board. We enter 2018-19 working closely with our partners in youth services and children and families services in the creation of an improved SMS team for the 2-county area.

Specialist Children's Services have developed a regular 'drop-in' session for all children, young people and families/carers who attend Canolfan Addysg Y Bont. These sessions could include advice and support from Children's Community Learning Disability Nursing Team, Teulu Môn/Team Around the Family sessions/ Neurodevelopmental Pathway, dependent on the needs of the disabled child, young person and their families/carers.

We are using the Integrated Care Fund (ICF) grant to develop the use of **Active Support and Progression**. The focus of the individual work with disabled children and young people is now based within our Bryn Hwfa specialist support centre. The support services manager now creates person-centred support plans, based on the social work or nursing assessment, and links in with the Active Support plans used by Canolfan Addysg Y Bont. The Support Workers are able to use these to create a menu of activities that can be used to meet the needs of each child and young person.

The **Community Group Network Fund** aims to building resilience within our communities, and is a significant part of the Children and Families Prevention Strategy. This small fund will help:

- Assist new community groups to be established across the island.
- For existing community groups to assist in the process of new groups.
- To engage with communities, holding events.
- To improve on the inclusion of children with disabilities into community events and activities.

Our long term goal is to establish Wellbeing Community Hubs. The purpose of these hubs will be to deliver services locally to families, clearly showing that preventative services are beneficial for all.

Our **Play Strategy** assists communities by encouraging good positive parenting through play. The aim of the play element is to:

- Increase the opportunities for play within communities.
- Encourage the development of play areas for children and young people within communities.
- Encourage positive play and appropriate risk taking.

Priorities for 2018/19

- To fully implement the Anglesey Dementia Strategy and deliver on the local Dementia Action Plan, in partnership with Betsi Cadwaladr University Health Board and third sector partners.
- Undertake a review of internal day services, focusing on progression, client choice and outcomes.
- Maximise the opportunities that the OPUS projects offers to assist both people and businesses.
- Work towards continued further increase in the take up of Direct Payments.
- Having multi agency agreement so that all professionals will support the use of Active Support. We will provide training and support for all relevant staff to increase the use of Active Support in all settings for disabled children and young people, including the home environment.
- Use Families First funding to employ an Additional Needs and Well-being Coordinator. The post holder will work with families to assist them and help improve their well-being.

Measuring Quality Standards 4:

- 85.28% of service users responding positively to the question, "Do you feel that the support you receive from Social Services helps you to do the things that are important to you?"

"I have found this experience to be very helpful. [The social worker] has really helped me with my future as well as the present. I would happily use this service again. Thank you so much." – **Early Intervention and Prevention, Children and Family Services**

Quality Standard 5

Supporting people to develop safely and to maintain healthy domestic, family and personal relationships

Adults

We continue to work closely with the **Partneriaeth Gofalwyr Gwynedd a Môn** and have developed and agreed a Carers Strategy for both Gwynedd and Môn. The partnership has members from both Local Authorities, Betsi Cadwaladr University Health Board and Third Sector partners working with Carers.

The local **Anglesey Carers Group** has been developing a local Action Plan to ensure the implementation of the Strategy on a local level. Focusing on:

1. Promoting 'carer friendly' communities
2. Implementing the rights of carers of all ages to receive an assessment of their needs and to develop effective and efficient referral pathways
3. Promoting early identification of the needs of carers of all ages, and ensure that they receive supportive, timely and appropriate services to improve their health and well-being.

There continues to be two dedicated Carers Officers that work within Adult Services who can support all Carers (young and adult carers) in their day-to-day role, and who can also provide Information, Advice and Assistance to Carers. They assess carers' needs, make them aware of their rights under the SSWB Act and provide them with links to statutory and voluntary organisations, such as Carers Outreach.

Respite continues to be provided at home and within care settings, in line with the choice of individual Carers. This supports them to access social opportunities as well as educational opportunities. Respite offers continuity of care, and meaningful breaks to ensure that the needs of the carers identified within the Care and Support Plan are being met, and to assist them to continue to act as a Carer. The Local Authority has received funding from the Welsh Government's Carers' Respite Care Grant, which is being used to provide different respite options to Carers of all ages.

We are working with partner agencies and stakeholders to co-design and co-produce changes to services for individuals with learning disabilities – in particular accommodation based services.

Children's and Families



Team Around the Family (TAF) (established in 2012 through the Families First Programme) continues to provide comprehensive early intervention to Children and Young People aged 0-25, their guardians/parents, and other family members. The aim is to identify their problems early, in the hope that we successfully improve their situation for the better by working together to prevent problems from developing into something more serious. We have supported 1,033 families over the past six years. TAF moved to Children's Services in April

2017 and are now part of the Information, Advice and Assistance hub: Teulu Môn. TAF continue to work closely with various agencies to enhance, improve and promote the ethos of the early intervention service through multi agency working. The inspection report of Children’s Services undertaken in 2016 stated that there was significant evidence of proactive work from TAF with children and families that supported their independence and improved wellbeing. We have increased the capacity within the team from two to six TAF Support Workers; this will support our goal of providing more targeted early help for families with the most need.

“Your support has been a great help. We have benefitted from your advice and understanding. You have been excellent. You have made a huge difference. We feel very lucky to have had your help. Thank you.”

The Resilient Families Team was established during the year with additional funding agreed by elected members. The small Team of Social Worker’s and Family Support worker’s is now working intensively with families with the core aims are to:

- prevent children from becoming looked after,
- return children home during the first 8 weeks of coming into care and work with families for the safe return of their children,
- review the safe return of children in long term care.

In order to work towards and increasingly meet these core aims the Team will become a group of highly skilled, multi-disciplinary workers who intervene with families who present a high level of need.

Gwynedd and Ynys Môn Integrated Family Support Service (IFSS)

provides a highly skilled, multi-disciplinary team to intervene with families who present a high level of need and risk due to parental/carer substance misuse, in order to reduce the level of risk and ensure positive outcomes for the most vulnerable children. This is achieved through a sustained and system-wide focus on delivering quality services based on robust evidence of effectiveness and best practice. The team consists of three Social Workers, an Occupational Therapist and a worker who previously worked in the Substance Misuse Service.



The Service aims to create sustained change within families to enable children to remain at home if it’s safe for them to do so. During the last 12 months the Service has worked with families who have been able to show sustained changes in their lives which have kept their children safe. There are also families who have been unable to change their behaviours and an alternative plan has been made for their children. We achieved our goal of working with 40 families during 2017/18.

Our **Parenting Programme** continues to support families that are open to Children’s Services, to prevent escalation of need and to provide evidence and assessment of

parenting skills. Parents learn new skills and techniques by following a 12 week programme called the Incredible Years. A project has been jointly commissioned between Bangor University and Children's Services to pilot and monitor the parenting programme with foster carers, the findings of this will help produce a document about children's behavioural issues in a foster care environment and identifying how to resolve these issues.

Priorities for 2018/19

- Work with partners, providers and service users to co-produce modernisation to our services for those with Learning Disabilities
- For families to access timely and good quality information and advice.
- For children and families to receive evidence based interventions that promote good parenting.
- Decrease in the number of children requiring a Care and Support Plan.
- Supporting staff to further their skills in Collaborative Communication.
- Develop the community aspect of the Prevention strategy.
- Increased referral rates from Anglesey Children and Families Service to IFSSS
- Embed the PAUSE / REFLECT Worker, who will work with women who have experienced, or are at risk of, repeat removals of children from their care.

Measuring Quality Standards 5:

- 94.50% of adult carers who were offered an assessment or review of their needs in their own right
- 90.16% of adult carers who responded positively to the question "In the last 6 months, do you feel you have been involved or consulted as much as you wanted to be, in discussions about the support provided to the person you care for?"

"We would like to take this opportunity to express how professional the fostering team have been throughout our fostering experience, and cannot state enough how [the social worker] made the whole experience easier. She is sensitive, very supportive, extremely efficient and organised, and always dealt immediately with any issues we had. She is an excellent ambassador for fostering."

Quality Standard 6

Working with and supporting people to achieve greater economic well-being, have a social life and live in suitable accommodation that meets their needs.

Adults

Hafan Cefni, Llangefni continued to be developed during 2017-18 and the building is due to be completed during the summer of 2018. There will be 63 apartments, a mixture of 1 and 2 bedroom apartments, for eligible adults over 60 years old. 15 apartments will be specifically designed and adapted for older people with memory loss or living with dementia. This will be the second Extra Care Housing scheme on the Island, and an important addition to the Penucheldre Extra Care facility in Holyhead. A Hafan Cefni Officer has been appointed and the application process for applying for an apartment in Hafan Cefni has opened. An Allocations Panel is in place and apartments have started to be allocated. The decommissioning process for Plas Penlan residential care home in Llangefni has been in place as we prepared for the opening of Hafan Cefni in the town. Plas Penlan is due to close during the summer.

Engagement took place during November 2017 to January 2018 within the Seiriol ward regarding the options of developing an Extra Care Housing scheme on the Beaumaris Primary School site. Following the period of engagement the Executive agreed with the recommendation of building the Extra Care Housing scheme on the Beaumaris Primary School site. We are now waiting for the result of the Education Department's consultation on the future of schools on the Island; the result of that process will determine whether the Extra Care Facility will share the site with a school, or whether a larger dedicated facility can be built on the site.

The Council worked in partnership with Betsi Cadwaladr University Health Board to develop a service model to support people living with dementia who are presenting as increasingly challenging and with complex care needs. **Garreglwyd** is a residential setting with appropriate accommodation and environment to meet current dementia care standards. It has specialist trained staff and the support of increased specialist health capacity in the shape of a Community Psychiatric Nurse and District nursing capacity on a 24/7 basis. The service model enables people living with complex needs to receive a service within their own community. This in part responds to the lack of Nursing Dementia Care beds on the Island, and reduces the need for Out of County placements.

During the 2017-18 financial year the Welsh Government confirmed that £60m of **Intermediate Care Funds** (ICF) should be used to support people to maintain their independence, remain in their own home and avoid unnecessary admissions to hospital or residential care. Locally we are in the process of developing an accommodation based community hub aimed at tenants living in sheltered accommodation in Amlwch, using ICF capital funding to support the work.

Isle of Anglesey County Council has assessed all areas across the Island to consider the potential of using capital expenditure in order to improve communities, allowing people to become more resilient and independent within their areas, and discussions regarding locality needs have taken place. Amlwch has been viewed as an area which would benefit from a portion of ICF Capital Funds, specifically the William Williams VC estate, reaching out to residents in Madyn Dysw and Brwynog Residential Home.

The work will consist of two phases. The initial phase is to develop the communal facilities, which is within reach of approximately 65 vulnerable elderly people in Amlwch. This phase will concentrate on improving the environment, the appearance of the accommodation area, in particular the communal area, and adopting a community hub model, with access and circulation around the scheme providing an age friendly outdoor environment. Phase 2, which will be completed within 5 Years as part of the Housing Departments' planned maintenance work, fully funded by the Council / HRA funds. The total funds approved are £228,000, which is for capital expenditure only. Tenant and community engagement is paramount to the success of this project, ensuring the needs are met through the sharing of ideas and suggestions on how to take this forward.

Children's Services

We have developed a **joint Housing and Leaving Care Protocol** in order to intervene early when supporting a young person in care as they move onto independence. The protocol seeks to ensure that there is a shared corporate responsibility for meeting the diverse accommodation needs of 16-25 year old young people, who meet the criteria as defined under Section 6 of the Social Services and Well-being (Wales) Act 2014 for aftercare services, without the need for a homeless application. It will establish roles and responsibilities and define the interrelationship between both services. It should be noted that neither service encourages independent living from the age of 16 years, a young person with a Pathway Plan clearly indicating the wish and ability to do so shall be supported.

At any given time, Ynys Môn Council will have responsibilities to Children and Young People for whom they have a statutory requirement to assess their needs and provide services for their overall wellbeing including that of housing.

The Social Services and Well-being Act places a duty on the Council and all of its services to ensure that Young People achieve the National Wellbeing Outcomes. This includes their Corporate responsibility for young people leaving care, as noted in category 1 to 6 (see appendix 1). The joint protocol:

- accepts responsibility for the local authority's looked after children /care leavers
- ensures care leavers are a priority
- seeks for care leavers to receive the same outcomes any good parent would want for their children

Housing Services

We have developed a **Housing Single Point of Access (SPoA)** that signposts vulnerable individuals and families to Supporting People funded services, with the aim of reducing homelessness and improving support to the most vulnerable households on our Island.

The new housing SPoA is funded by the Supporting People programme, and has been operational since October 2017. The Single Pathway can help customers access appropriate housing support services, dependant on criteria. Support is generally provided over a few months, dependent upon need. However, the support can last up to a maximum of 2 years, and by then people should have the right skills to live independently and maintain a tenancy.

Some providers have the option of “dipping” in and out of service as and when required, and prevent difficult circumstances becoming a crisis. The service is flexible and can be accessed when it is needed and can prevent a situation becoming serious at the point of when it is needed.

Mental Health pathway for individuals with accommodation needs

IOACC Housing Services, Adults’ Services and BCUHB are in the process of developing a Mental Health Pathway for individuals, focusing on meeting their accommodation needs. The aim is to develop a Mental Health Pathway for individuals with mental health challenges who may struggle to maintain their rented or owned property during a period of personal crisis. This could be either through step down support when individuals are discharged from Hergest or any other mental health ward. Once the pathway is complete, we will map out the support required within our communities for individuals with mental health whilst maintaining their property. This will be linked to the Housing SPoA. The aim is to provide a wraparound service to individuals with mental health needs and ensuring their discharge from hospital (step down) is as comfortable and rehabilitating as possible. We will prioritise:

- Step down for individuals of no fixed abode as part of their discharge planning
- Tenancy support for individuals with mental health within the community in order to sustain their tenancy
- Consideration for emergency accommodation for individuals who are homeless and have mental health issues (not necessarily have been admitted) where Bed & Breakfast accommodation wouldn’t be appropriate given their needs.

Youth related anti-social behaviour

Over the last 12 months, we have seen an increase in youth related anti-social behaviour in one area on the Island. This, in turn has had an effect on youth related crime statistics and on the wider community. The approach and intervention to this serious matter has been a multi-disciplinary approach between Children’s Services, Housing, North Wales Police and Youth Justice. Through frequent sharing of information, incidents and delivering on a bespoke support package for most of the young people involved, there has been a positive decline in reports of youth related anti-social behaviour within this area over the year. Services have been adjusted to

meet the desires and aspirations of each young person, thus reducing boredom, ensuring transparency with the young people on the effects of their behaviour within the community and developing interventions required by the young people and their families.

Adult related Anti-Social Behaviour


Two Council estates on the Island have presented significant anti-social behaviour related matters within the last 12 months. This has affected victims and perpetrators, as well as the wider community. Often the individual concerned are not on the Council's radar since they do not receive services from our Adults' Services Department, BCUHB or any other statutory body. An adopted approach was to tackle the matters directly with the estates concerned, which included alleged perpetrators and victims. This happened in partnership with North Wales Police and Supporting People providers. Over the last 12 months, there is approximately 400 cases of tenant-related anti-social behaviour cases. Through preventative and early intervention approaches, we are looking to decrease these numbers, which in turn should improve community well-being.

Priorities 2018/19

- Continue to work with partners and the 3rd sector to offer opportunities for those with Learning Disabilities to play an active part in the community and achieve their personal goals.
- Work in partnership with Housing Service and BCUHB to develop the Mental Health Housing Pathway
- Continue to promote the Community Wellbeing Groups through primary and secondary care referrals to promote well-being and recovery within Mental Health services.

Measuring Quality Standards 6:

- 95.33% answered yes to "During your assessment, re-assessment or review, were you able to discuss your problems in the language of your choice?"
- 98.76% of adult clients requesting a service in Welsh that go on to receive their service through the medium of Welsh



"I just wanted to say a huge thank you for your support over the last couple of months, and for all the changes you have implemented that has fundamentally improved the care that I receive. I can't stress enough how grateful I am to you for improving the quality of my life." – Adults North Team, Adult Services

Our Workforce, and how we Support their Professional Roles

Our staff are our greatest asset, and we believe in supporting them through offering strong continued professional development opportunities, training and career development. The Workforce Development Unit continues to arrange training and development opportunities for Social Services and the wider social care partnership on Anglesey, including staff and managers working in Residential Care settings.

In October 2017 the new structure for the Children and Families Service was implemented to fully meet the needs of the business and deliver better support. We've restructured the Service so that Social Workers are in small Practice Groups; this enables the Practice Leader to get to know the cases being supported by their Social Workers well, provide clear guidance and regular Supervision. We've recruited a significant number of Social Workers during the year, as well as expanded the number of Engagement Officers. The new service user's service structure as well as the service improvement plan informed the training and development plan for the year. This included the Practice Leaders' induction programme and key elements such as Outcome Focused Supervision. A recruitment campaign was also undertaken to recruit experienced Social Workers to the service.

We continued to embed the principles of the Social Services and Well-being Act. Training focused on strengths-based approaches, including Collaborative Conversations, Motivational Interviewing and Brief Solution Focused Practice. Specialist training was also delivered on the Risk Model, Child Trafficking and Adverse Childhood Experiences.

Developments in Adults' Services have continued to focus on supporting and enabling independent individuals and strong communities. Dementia training has included various sessions on elements such as recreational activities, understanding behaviour and care planning to strengthen the knowledge and skills of managers, frontline workers and carers across the sector. We also worked in partnership with Bangor University to coordinate a successful North Wales Dementia Conference which provided a valuable opportunity to discuss and reflect on both current research and lived experiences.

A key priority this year has been to ensure we have a workforce that is suitably skilled and qualified to meet the requirements of the Regulation and Inspection of Social Care Act. There have been numerous awareness sessions as well as more specific training for Responsible Individuals. Canolfan Anferth plays a vital role in ensuring the workforce retains the level of required and recommended qualifications for their role. Individuals were supported to successfully complete Qualifications and Credit Framework (QCF) Level 2, 3 and 5 Diploma in Health and Social Care, QCF Level 2 and 3 Award in Dementia and QCF Level 2 Award in End of Life Care.

The qualifying and post-qualifying opportunities we offer are an important part of recruiting and retaining Social Workers in the sector. Through our well-established partnership with Bangor University we actively supported a variety of practice learning opportunities for our M.A. Social Work hosted students within the statutory and third sector. We have also provided learning opportunities for students studying the B.A. in Social Work at Glyndwr University and the Open University Wales.

We successfully recruited two Social Work Student Trainees that work within Children and Families Service. One is currently studying towards the B.A. in Social Work through the Open University Wales whilst the other is studying towards the M.A. at Bangor University.

Furthermore, we have continued to support newly qualified practitioners through their first three years in practice which includes the Consolidation Programme, Porth Agored. We have also supported experienced social workers through various other post-qualifying qualifications, including Practice Teaching Award, Senior Practitioner Programme, Team Manager Development Programme and AMHP.

Three of our Senior Managers have successfully completed the Middle Management Development Programme.

Four members of staff from Children's Services have been nominated by the department to be ambassadors for the Care Ambassador Programme. The care ambassadors work with a wide range of people, as well as students within schools and colleges who want to consider working within social care; early years and childcare.

We also provided opportunities for unqualified practitioners who carry out assessments to undertake the Social Services Practitioner Award.

In line with our Corporate Safeguarding Training Framework we co-ordinated Basic and General Safeguarding training across the organisation which is delivered as a rolling programme. Specialist training was also provided, such as Deprivation of Liberty Safeguards (DoLS), Child Trafficking and Self-Neglect. In compliance with Welsh Government agenda, the Authority has ensured that Violence against Women, Domestic Abuse and Sexual Violence level 1 e-learning training was undertaken to increase staff awareness. Further e-learning modules in relation to Modern Slavery, CSE and Prevent will be rolled out over the coming months.

Looking ahead, we envisage further regional working, including areas such as Joint Investigation Training, National Fostering Framework, The National Training Framework on VAWDASV, Continuing Health Care (CHC) regional training programme and the Learning and Development Framework for Occupational Therapists. We will also be working closely with local, regional and national partners to respond to changes under the Regulation and Inspection of Social Care Act, such as registration, qualifications and embedding the new All Wales Induction Framework for Health and Social Care.

Our Financial Resources and How We Plan For the Future

Financial planning remains a serious challenge for the Council under continued and prolonged financial pressures; the Council's funding from the Welsh Government has fallen from £101m in 2013/14 to £95.8m in 2018/19. In order to achieve a balanced budget, the Council has implemented over £18m of budget cuts over the same period, bringing the net budget down from £129.3m in 2013/14 to £125.6m in 2018/19 (this is after allowing for pay awards, inflation and other price increases).

The year-end position showed an overspend of £1,992k for Social Services for 2017/18. Children's Services overspent by £1,778k due primarily to the unprecedented numbers of Looked-after Children. Additional funding of £582k was provided to the Service for 2016/17 to 2018/19 to establish an Edge-of-Care team with a view to reducing the number of Children placed in Care. Adult Services overspent by £215k in 2017/18 due primarily to fee pressures and legislative changes. Additional funding has been provided to Children's Service to meet these pressures.

Nevertheless, both Services acknowledge the current austerity and continue to transform services and manage demand, with Adults Services contributing to £559k of savings in 2017/18, and further savings of £350k have been agreed for 2018/19. Children's Services is looking to increase the number of places available locally for children who are looked after.

The Council has effective and well-managed budget setting and financial planning processes in place, and elected members are fully involved in the cyclical programme of planning, and the scrutiny of budget setting and monitoring.

Estimating future changes is challenging, due to the lack of accurate information on future local government settlements but our Medium-Term Financial Plan predicts that there may be a requirement to make up to £5.25m of additional cuts over the next 3 years from 2019/20 to 2021/22.

The table below outlines the financial accounts of our Social Services 2017/18:

	Budget £	Actual £	Variance £
CHILDREN'S SERVICES	8,291,420	10,069,077	1,777,657
ADULT SERVICES			
OLDER PEOPLE	6,142,940	5,940,211	-202,729
PHYSICAL DISABILITIES	1,562,890	1,786,149	223,259
LEARNING DISABILITIES	5,378,650	5,859,647	480,997
MENTAL HEALTH	1,884,450	1,993,671	109,221
SUPPORT SERVICES	1,306,110	1,133,565	-172,545
PROVIDER UNIT (MON CARE/ OTHER SERVICES)	6,128,480	5,904,137	-224,343
OTHER SERVICES	65,480	58,374	-7,106
TOTAL	30,760,420	32,744,831	1,984,411

Our Partnership Working, Political and Corporate Leadership, Governance and Accountability

Political governance within the Council has continued to be robust. This has allowed for clear and consistent support for both Adults' and Children's Services and measured scrutiny of progress.

The **Executive** is the key decision making body and consists of the Leader and 8 Portfolio Holders, Since the County Council elections in May 2017 the Leader has taken the Portfolio for Social Services. Its growing effectiveness is evidenced in taking difficult decisions such as *Older Adults Social Care Programme* (for example building Extra Care Housing in Llangefni is nearing completion – Hafan Cefni. Following an evaluation of sites a decision has been taken to build a further Extra Care provision in the Seiriol ward and allocating additional resources to Children's Services

Partnership Working

A refreshed Panel of Elected Members was established after the elections of May 2017 to scrutinise, challenge and support the Service Improvement Plan for Children's Services. The membership is drawn from across the political groups, and has provided an opportunity for the Members to enhance their knowledge and understanding of the work undertaken by the Service, leading to better scrutiny.

Anglesey Social Services are committed to partnership working on both a local, sub regional, regional and national basis. This has been recognised as a strength in external inspection reports for us to build on. Both Children and Adults' Services remain actively involved in the All Wales and the North Wales agendas to improve the delivery of social services through a collaborative approach.

Governance arrangements are in place through the North Wales Social Care and Wellbeing Improvement Collaborative (NWSWIC) and the Regional Partnership Board. NWSWIC has in place a comprehensive programme of improvement through collaboration, focused on the requirements under Part 9 of the Social Services and Wellbeing (Wales) Act 2014. This partnership ethos can be further evidenced through the collaboration of the Council's Social Services with BCUHB via the Integrated Delivery Board (IDB). The IDB met bi-monthly during 2017-18 with key strategic officers present from Social Services, BCUHB and the 3rd sector. The purpose of the IDB is to ensure that the health and care needs of the people of the Isle of Anglesey will be better served by the improved integration of services between health and local authority services. Model Môn is the operational arm of the IDB, with responsibility for delivering the detailed Work Programme.

We continue to work closely with the Betsi Cadwaladr University Health Board to deliver the Integrated Care Fund (ICF) on Ynys Môn. Areas specifically targeted include services for older adults and young people and children with complex needs and Welsh Communication Care Information System (WCCIS). The ICF has been spent on developing Garreglwyd as a specialist home that supports older people

living with dementia and the Môn Enhanced Care and Night Owls services within Adult Social Care.

The Well-being of Future Generations Act (Wales) 2015 has established Public Services Boards (PSB) for each local authority area to make sure that public bodies work together to create a better future for the people of Wales. A Joint partnership board for Gwynedd and Môn, has been established, which includes the main public sector organisations in the region. The Gwynedd and Môn Public Services Board has divided the whole area into 14 smaller areas (six areas for Anglesey). Research has been carried out on behalf of the Board on each of the areas to learn and understand more about their well-being. A number of public drop-in sessions were held and there was an on-line questionnaire so that residents could have their say about their communities. The result of the research was the [Well-being Assessment](#) for both Anglesey and Gwynedd. This assessment was used by the Board partners to draft the Well-being plan to be adopted during 2018/19.

We continue to develop close consultation and partnership working with the **Third Sector** through the Voluntary Sector Liaison Committee which meets on a quarterly basis. We recognise the role of the **Third Sector** locally as a strategic partner and have developed appropriate governance arrangements to support this e.g. the role of Medrwn Môn on the Model Môn operational group, the OPUS Board (EU funded project) and the Adults Social Care Transformation Board. Recently we have established a third sector partnership group which is tasked with delivering against Council objectives and ensuring appropriate engagement and consultation techniques are adhered to with regards to developing strategies and transformation work.

Performance

The Council over the past 4 years has embedded a corporate planning and performance management framework into its annual governance arrangements. This framework was adopted to ensure a continuous improvement mind-set was embedded within the work of the Council, and that its monitoring could identify issues prior to under-performance which would impact on service delivery to the citizen.

This practise has seen improvements in a number of social services related indicators, with particular success being seen in the performance of indicators related to the care provided to Adults. Performance Indicators for Children's Services improved in the second half of 2017-18, though under-performance during the first six months affected the cumulative results for the year. Improvements in performance and consistency of practice will be priorities for 2018-19.

Progress in implementing the Children's Service Improvement Plan is overseen by the Panel of Elected Members (this is being implemented at pace with significant progress against 16 of the 21 actions; completing the work on the remaining 5 actions will be a priority for 2018-19).

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ANGLESEY COUNTY COUNCIL <u>Scrutiny Report Template</u>	
Committee:	Corporate Scrutiny Committee
Date:	5 July 2018
Subject:	Schools Modernisation Programme – Report on the Statutory Consultation in the Llangefni area: Ysgol Talwrn and Ysgol y Graig
Purpose of the Report:	Schools Modernisation on Anglesey – to report on the statutory consultation process; propose a recommendation and receive the Scrutiny Committee’s comments.
Scrutiny Chair:	Councillor Aled Morris Jones
Portfolio Member(s):	Councillor R Meirion Jones (Portfolio Member for Education Services, Libraries, Youth and Culture)
Head of Service:	Arwyn Williams, Head of Learning
Report Author:	Annwen Morgan, Assistant Chief Executive
Phone Number:	
E-mail:	
Local members:	Councillor Nicola Roberts Councillor Bob Parry Councillor Dylan Rees

1 – Recommendation/s
<p>The evidence from the consultation leads to the following conclusions.</p> <ol style="list-style-type: none"> i. Standards in both schools are similar in terms of the expected level attained (Level 4+). However, evidence over the last three years indicates that Ysgol y Graig has succeeded in ensuring that a higher percentage of pupils attain the higher levels in the core subjects. As a result, merging would not have a negative effect on standards. ii. Merger would make better use of the Council's resources and harmonise the cost per head. iii. The merger of the two schools would create the conditions for the Headteacher to have sufficient non-contact time for leadership. iv. Bringing the two schools together will address the backlog maintenance and provide a twenty first century resource for school users. The financial analysis shows that the backlog cost of the two schools is £369k with the possibility of further additional costs as Ysgol Talwrn is approaching the end of its useful life. However, it is acknowledged that there could be additional transport costs resulting from transporting children but it is difficult at this point to determine these and as a result they are not included in the evaluation. It is also acknowledged that an extension at Ysgol Y Graig would be more expensive than the current system, but the additional cost will be partially offset by an increase in the Welsh Government's contribution and the capital receipts generated through the sale of Ysgol Talwrn site. <p>In light of the above, it is recommended that the capacity of Ysgol y Graig be increased to accommodate pupils from Ysgol Talwrn, and close Ysgol Talwrn. This would be done by</p> <ul style="list-style-type: none"> • using the existing building for Key Stage 2 i.e. years 3 to 6 and adapt it; • build a new 'Block' for the Foundation Phase, namely Nursery, Reception, Years 1 and 2. • Consider relocation of the Flying Start provision within the Ysgol y Graig campus. <p>The new 'block' would continue to be part of Ysgol y Graig and would not be a separate unit.</p> <p>The Scrutiny Committee is asked to comment on the above recommendation in order to inform the Executive’s decision.</p>

2 – Link to Council Plan / Other Corporate Priorities

Direct link with the Council's Plan 2017/22:

Objective 1: Ensure that the people of Anglesey can flourish and achieve their long-term potential.

We will continue to raise education standards and ensure that our young people have the right skills for employment and training.

1. Continue our school modernisation program by publishing a revised strategy that will address the long-term sustainability of primary and secondary education across the Island. This will include the possibility of 3 - 18 year old learning campuses at specific locations.
2. Complete the work on Ysgol Santes Dwynwen, Newborough and Seiriol and **Llangefni** areas.

3 – Guiding Principles for Scrutiny Members

To assist Members when scrutinising the topic:-

- 3.1 Impact the item has on individuals and communities [**focus on the customer / citizen**]
- 3.2 A look at the efficiency and effectiveness of any proposed change – both financially and in terms of quality [**focus on value**]
- 3.3 A look at any risks [**focus on risk**]
- 3.4 Scrutiny taking a performance monitoring or quality assurance role [**focus on performance and quality**]
- 3.5 Looking at plans and proposals from a perspective of:
 - long term
 - prevention
 - integration
 - collaboration
 - involvement[**focus on wellbeing**]

4 – Key Scrutiny Questions

1. How do these proposals enable the Executive to deliver the Council's new Plan and the transformation programme? Are there any specific risks?
2. What are the advantages and disadvantages of the proposal as regards to educational provision and value for money?
3. What procedures/support does the education service have in place to improve standards with the proposal?
4. Is there any other additional information/considerations which should be brought to the attention of the Executive to inform the Executive's decision?

5 – Background / Context

The Council's Vision and the Modernisation Strategy

Anglesey County Council's ambition is to ensure that every child, every young person and every learner, whatever their background and their circumstances, achieves their full potential and that they are ready to play an active part as responsible citizens and community champions of the future.

The Council will ensure that every school achieves the highest standards so that Anglesey's young people can make the most of the opportunities which are available in the current competitive world. It is key that education standards on Anglesey are amongst the best nationally.

The Modernisation Strategy is key to delivering the ambitious vision above through ensuring schools which are effective, self-critical, of the correct size and in the correct locations and that they are led by Headteachers and Leadership Teams who are inspiring and entirely committed to raising the standards of the work of the pupils under their care.

Since the publication of the original strategy in 2013 the Authority has worked with Headteachers and elected members to modernise the schools stock on the island through merging 10 smaller schools and building 21st century schools in three areas in Band A, with one of them opening in March 2019. [See appendix]

The financial situation is challenging in the primary sector. The difference in expenditure per pupil in the primary sector is a cause for concern and is unsustainable for the future. It could be argued that the fact that smaller primary schools receive what is equivalent to additional money to maintain the minimum of staffing levels means that the 11 largest schools, which often serve the most deprived areas, are subsidising the smaller schools. This is not sustainable for the future, especially if the Government's financial austerity programme continues.

The situation regarding the age profile of Headteachers has improved and several schools share leadership teams through the implementation of Partnership Management arrangements, informal federation and formal federation. The strategy to develop School Leaders of the Future offers professional development for those who have the potential to be active. However, the number of candidates for Headteachers is low, especially for small, rural schools.

Estyn, in their report 'Small Primary Schools in Wales' noted the educational challenges which face small schools. These include the challenge of teaching mixed age classes, including more than 2 or 3 age groups; the limited size of peer groups and adequacy of challenges; limited opportunities for social interaction; difficulties in recruiting and retaining staff; excessive burdens on staff and the senior expertise which is needed to support pupils with special educational needs.

The Schools Modernisation Programme deals with the challenges above and plans to ensure that the number of pupils is sufficient on the register in every key stage. This means the need to review the future of schools where the number of pupils is less than 120, deciding on the sustainability of each one. This will reduce the number of classrooms which have more than 2 age groups, it will ensure that leaders/headteachers have enough non-contact time in order to deliver the key responsibilities of raising standards, ensuring that administrative arrangements and management support is in place, and it will reconcile the per head expenditure across the island to ensure more equality.

The drivers for change remain the same:

- Improving teaching standards and attainment.
- Reducing the surplus places in order to make efficient use of resources.
- Aim towards reducing the expenditure range per pupil ensuring more equal opportunities across schools.
- Leadership and Management Capacity.
- Succession planning
- Welsh medium and bilingual provision
- Ensuring that school buildings are fit for purpose.

A detailed report on the consultation with the conclusions and the recommendation is presented in the appendix.

6 – Equality Impact Assessment [including impacts on the Welsh Language]

An Impact Assessment was conducted as part of the statutory consultation process. The possible effect of fulfilling the proposal on the Welsh Language, equality and the community were assessed.

7 – Financial Implications

The possible effect on the Authority’s financial situation is assessed in the report

8 – Appendices

Appendix 1 –Detailed report on the consultation, conclusions and recommendation

9 – Background papers (please contact the author of the Report for any further information):

The statutory consultation document (1 May – 18 June 2018) – Contact Mr Emrys Bebb



SWYDDOGOL – OFFICIAL

**ADRODDIAD AR YR YMGYNGHORI STATUDOL – ARDAL
LLANGFNI**

(Ysgol Y Graig ac Ysgol Talwrn)

STATUTORY CONSULTATION REPORT – LLANGFNI AREA

(Ysgol Y Graig and Ysgol Talwrn)

1 Mai – 18 Mehefin 2018 / 1 May – 18 June 2018



**CYNGOR SIR YNYS MÔN / ISLE OF ANGLESEY COUNTY COUNCIL
ADRAN DYSGU GYDOL OES / LIFELONG LEARNING DEPARTMENT**

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1. INTRODUCTION AND BACKGROUND

The Isle of Anglesey County Council is committed to providing the best possible education for all children and young people on the island.

As part of this commitment, the Council acknowledges that modernising education and ensuring that our school buildings create a pleasant learning environment that motivates children and young people to become effective learners and develop life skills, is a high priority.

In this context, the Council wants to modernise schools in order to:

- improve educational outcomes for children and young people breaking the link between deprivation and low educational attainment,
- further improve the standards of leadership and the quality of the teaching and learning,
- ensure sector-leading schools and standards in every community.

To achieve this ambitious modernisation programme there will be a need to merge schools, create a combination of federated schools, extensive catchment reorganisation by remodelling school buildings that are there already or building new area schools and close schools that are not suitable for the purpose.

2. CHANGE DRIVERS FOR MODERNISATION THAT WILL INFLUENCE ANY DECISION REGARDING THE BEST PROVISION FOR THE AREA

Some of the modernisation drivers that will influence the decision regarding the best provision for the area are noted below.

Raising educational standards

The Council is committed to continuing to raise standards if it is to reach its objective of being one of the 5 best Local Authorities in Wales. According to current research work, it is suggested that it is difficult to link standards with school size. However, recent reports suggest that larger primary schools [over 150 pupils or more] have leadership teams with more capacity to ensure improvements; teachers with a wider range of specialisms in specific areas that in turn influence other teachers' practices and thus influence the standards of pupils' work. In smaller schools [around 50 or less] mixed age classes include up to four age groups, and sometimes span key stages. This places a considerable challenge for teachers if they are to ensure that every pupil is extended to the extent of his/her ability. The school modernisation strategy aims to abolish examples of classes with more than 2 age groups.

Reduce the variation in pupil cost

The cost per pupil varies considerably, from £2,795 to £10,828 across the county's primary schools. The County's expenditure on primary schools in 2017-18 [£3,962 per pupil on average] is the third highest in Wales. The modernisation programme will need to normalise the cost per pupil across the authority and reconcile it with the Welsh average.

Ensure that school buildings create the best possible learning environment

Improving the quality of school buildings and ensuring the best possible learning environment [that reflects those in our latest school building- Ysgol y Graig, Ysgol Cybi and Ysgol Rhyd y Llan] for our pupils is vitally important to meet teaching and learning needs in the twenty-first century. This kind of environment includes –

- teaching and learning facilities of the best quality,
- first grade ICT facilities,
- suitable play areas,
- appropriate staffing and administration areas,
- along with safety for the school buildings and the school site.

Estyn notes that “improving the quality of the buildings has a very beneficial effect on the quality of the teaching and staff morale that, in turn, have a positive effect on pupils’ performance.” Every pupil will have access to suitable facilities so that a full range of educational experiences can be provided.

It is not possible for the Council to maintain a large number of ageing school buildings that are costly to maintain. A new pattern of schools that address the shortcomings in the present buildings including considerable health and safety matters connected to the building or the site will have to be established. A system of schools where maintenance arrangements are sustainable needs to be developed.

Create the conditions so that Headteachers succeed – increase the leadership capacity

Effective schools are well led. Successful schools have strong leadership on every level, including the Governors. The challenges involved with leading and managing a school have increased considerably in recent years and the expectations continue to increase. A Headteacher needs adequate non-contact time, with the support of a deputy headteacher or senior management team, to ensure that the teaching and learning are of the highest quality, to evaluate and raise standards, to develop thorough self-evaluation procedures and to ensure the staff’s continuous professional development. These are considerable expectations. There is a need to ensure that Headteachers have at least 50% non-contact time. This means that a school [or federation of schools] needs to have at least 100 pupils if the necessary time for the Headteacher to achieve the leadership role successfully is to be provided.

Ensure an adequate supply of Headteachers for the future

Over the next five years it is likely that 28% of our primary Headteachers will retire. Because many lead small schools, the Council will have to consider the most effective and sustainable leadership models for the future. The number of candidates for the posts of Headteacher have reduced and this is a cause of concern. The school modernisation programme needs to modernise schools to try and answer the problem by ensuring suitable opportunities to develop leadership in individual schools. Our schools need excellent leaders. The modernisation programme will also address succession planning and safeguard and develop the leadership talent in our schools.

Her Majesty’s Chief Inspector for Education and Skills in Wales noted the following in the 2016-17 annual report:

In nearly all schools, the quality of leadership is the most significant factor in determining a school’s effectiveness. There are increasing challenges in recruiting headteachers, particularly in faith schools and small schools in rural areas. (Estyn Annual Report 2016-17)

Community use of the school building

Research suggests that schools with additional services such as breakfast clubs, after-school clubs, child care, summer and weekend activities achieve higher standards and better links with parents and the community. Schools are also expected to be a resource for the local community in order to promote community activities that include parents, members of the community and

local groups. This kind of activity is important to develop the link between schools and the local community. Schools that are developed as part of the modernisation programme will act as an area school i.e. provide a range of services and activities that often take place outside the school day, to assist in meeting the needs of pupils, their families and the wider community.

Reduce the number of surplus places

In September 2017, the number of surplus places in primary schools in Anglesey was 12.3%. However, the Council needs to continue to reduce the number of surplus places in order to meet Welsh Government expectations and respond to one of Estyn's criticisms in the 2012 report. As a result, schools will need to be more than 85% full and that 90% of the places are full across the primary sector.

Welsh-medium and bilingual provision

Any arrangement developed as part of the modernisation programme will give due priority to strengthening and safeguarding Welsh / bilingualism.

3. THE CONSULTATION PROCESS

The Council has consulted with parents, governors and staff in the three schools in the area, local councillors and with the Welsh Government and other stakeholders. The consultation period ran from 1 May 2018 until 18 June 2018.

Consultation meetings were arranged with school stakeholders over this period:

School	Date (in 2018)	Meeting with
Y Graig	Tuesday 15 May	Drop in sessions
Talwrn	Wednesday 16 May	Drop in sessions

When Welsh Government contributes to financing a new school, their investment needs to meet investment aims namely:

1. reduce surplus places
2. increase non-contact time for teachers
3. for the school to be of twenty-first century school standard
4. improve educational outcomes
5. reduce maintenance backlog
6. improve energy efficiency

One proposal suggested by parents was that a new primary school should be built in Llangefni. If this means building an additional new primary school, the Isle of Anglesey County Council would not support this because although the new primary school would be a twenty first century school, in accordance with the above criteria, it would not:

- reduce surplus places. Indeed it can lead to an increase in surplus places
- change the situation as regards non-contact time for teachers of itself.
- improve educational outcomes
- reduce maintenance backlog
- improve energy effectiveness. Indeed, an additional school and building would lead to using more energy.

In addition, it is very unlikely that the Welsh Government would contribute to a new primary school unless the merging of schools would be part of the process

The School Standards and Framework Act 1998 allows parents to choose which school their child will attend. If a new school was built in Llangefni then the present catchment areas would need to be reviewed and a catchment area established for the new school. In accordance with the Schools Standards and Framework Act 1998, the Authority cannot force parents to move their children to another school. This would increase the risk of a high level of surplus places in any new primary school.

4. COMMENTS FROM THE CONSULTATION MEETINGS

Some comments and concerns from each one of the meetings are summarised below (these are not minutes of the meetings). There are further comments in sections 5 and 6 of this report.

Ysgol y Graig

- Some asked about a possible site and possible timetable for the work
- Concerns about the safety of pupils during any potential building work.
- Concerns about the size of the new building and the its facilities
- Concerns about traffic and parking by the school
- Some asked about the possible effect of the work on Flying Start

Ysgol Talwrn

- Suggestions that the Authority should wait until the new School Organisation Code comes into force
- The feeling that the Authority does not listen
- What about federating with other schools?
- Concerns as to what the S.E.N. situation would be
- The school succeeds in nurturing headteachers
- What would be the after school club arrangements?
- The feeling that the Authority has not spent on the school
- The cost of the mobile classroom is too high according to some
- Concerns about pupils from a small primary school going to a primary school “of 400”
- Some doubted the number of housing developments in the catchment area
- Concerns about the traffic and the possible journey to Llangefni
- Concerns about the future of the local Eisteddfod, Sunday School and the Ti a Fi provision

5. RESPONSES FROM YSGOL TALWRN

- 5.1 Approximately 50 responses were received from the school's stakeholders and the vast majority disagreed with the possibility of closing the school.
- 5.2 The opinion of an officer in Nyth Clyd Nest Chapel, Y Talwrn was that he was "firm in his opinion that the school should not be closed". They felt that the school was the foundation of the local society and also made a great contribution to the social and religious life of the village. If Ysgol Talwrn was to close, the officer's view was that the " Council would be guilty of refusing an opportunity to create responsible citizens." As well as praising the school, the officer mentioned “clear guidelines to be published” by the Welsh Government's Education Secretary on why rural schools should not be closed unless there are sound foundations to do so." He felt "firm foundations did not exist here"

- 5.3 In a letter from the Talwrn Branch of Merched y Wawr, the Secretary declared the opposition of the Branch to the "intention of closing Ysgol y Talwrn". The Branch stated that "the community and parents wish to see the school remain as central to the village and area". He said that Ysgol Talwrn "is a thriving, natural Welsh school in a vibrant village and we want her to stay there". The Branch "wanted a school in the village as an integral part of a viable Welsh community".
- 5.4 Before a meeting of the Full Council on 16 July 2018, a petition will be presented to the Leader of the Council. Those who signed the petition were asked to agree to "keep our School Open". The petition has been signed by 1010 signatories.
- 5.5 In its response, Cymdeithas yr Iaith Gymraeg said:
- "This consultation document is in effect is a re-publication the old consultation document from the last consultation, if not the one before that! As a result much of the content is irrelevant to the proposal in question for these two schools, as it refers to other schools.
 - The Council "irresponsible is trying to determine its fate a few weeks before the publication of the new Code."
 - many of the options referred to in this document are irrelevant to the Talwrn situation and refer to the situation to the west of Llangefni which not subject to this consultation.
 - The Local Authority does not consider all alternative BEFORE proposing school closures, as well as considering all options offered during the consultation. Council officers have not met either duty. They have failed in their statutory duties.
 - For all these reasons, the consultation is invalid and the document is inadequate.
- 5.6 A response was received from the Secretary of the Village Hall Committee and Playground Talwrn which said:
- "Our school is at the heart of our village. Over a number of years, the school and village hall have worked together on a number of activities, and the hall relies on the school for its support. Pupils and parents have supported regular fundraising events and help towards the essential maintenance costs of the hall and its playground / playground. As well as supporting a facility that is well used by the local community, it is also one that is used by the school for events such as gym activities, Sports Day, Christmas concerts, etc. In addition, we have a number of societies, including Cylch Meithrin, the Mother and Toddler Group and The Guides, who meet regularly at the Hall, which would also suffer if the school should close. In particular, the children of the school take part in most activities within the Talwrn Eisteddfod, if not all.
 - This will not only lead to more traffic on the roads to Llangefni, but will reduce the opportunities for these young people and their families to improve their health by walking or cycling.
 - We do not have another offer, in terms of closing other schools to allow our school to remain open. Instead, we would argue that the high quality of education provided at Ysgol Talwrn will disappear "
- 5.7 In his letter, the Chairman of the Talwrn Eisteddfod Committee said:

- "Ysgol Talwrn has provided, and continues to provide, good education for the pupils. It is also an integral part of the village's social fabric. It is an unwise mistake to consider the school in terms of its narrow statutory work - the school is the focal point of the area and enables the whole village to be part of the development of children to create good and conscientious citizens.
- that the educational institution's financial and dogma considerations are behind the intention to close rural schools on the Island. "

5.8 A letter was received from staff of Ysgol Talwrn who talked about different aspects of the school:

- "The school has a history of maintaining high standards and this year's data confirms once again that the school succeeds. ... Data can be misleading in terms of small schools
- Every child in a small school receives extra-curricular opportunities whether across a country, orienteering, netball or a swimming gala and have experiences regardless of their talent or ability. The numbers of our groups allow the children to swim weekly at four. This is not possible in larger schools.
- This is also true of eisteddfodau. Audiences are not needed for school children before choosing a choir. Dancing trials do not need to compete in dance competitions. Children are not disappointed by not being selected for our speaking party. Each child has the opportunity to enjoy all aspects of culture rather than just the school's best.
- The importance of Ysgol y Talwrn support to the local eisteddfod should also be emphasised
- Closing the school would imperil the future of the language in the local community and beyond.
- It is a parent's right to choose the best establishment for their child, whether it is a large school or small school in size. "

6. RESPONSES FROM YSGOL Y GRAIG

6.1 "There were 2 responses from Ysgol y Graig's stakeholders. The first came from the headteacher. Her opinion was: "When considering space for play, it would be beneficial to have multi-weather pitch so that it could be used throughout the year. The school field is seriously wet, and despite attempts to tackle this it can only be used for a few months in summer. Having a multi-weather area would provide opportunities to tackle issues such as promoting physical activity to reduce obesity. It's also necessary to consider what to do with the wind turbine, which is no longer working. "

6.2 The other stakeholder expressed his support for the scheme and said that the new design "would have to be based on the voice of teachers and staff who have experienced the frustration of having such a small multi purpose hall so that arranging lunch and other activities to such a big school have been a bit of headache. "

7. OTHER RESPONSES

- 7.1 In addition to meeting with staff, governors and parents, the consultation document was sent to the following stakeholders:
- Gwynedd Council;
 - Welsh Government Officers
 - Regional and local Assembly Members and Member of Parliament
 - Estyn;
 - Teaching unions and auxiliary staff unions;
 - The Regional Education Consortium namely GwE;
 - The Regional Transport Consortium namely Taith;
 - North Wales Police and Crime Commissioner;
 - The Communities First Partnership;
 - Mudiad Meithrin;
 - The Authority's Youth Service;
 - Ysgol Gyfun Llangefni
- 7.2 In its summary of its response to this consultation, Estyn said "Estyn is of the opinion that the proposal is likely to maintain the current standards of education in the area at least." In addition, the inspectorate considered that "the local authority has given a clear rationale for the intended expected benefits in relation to the current situation regarding finance, surplus places, pupils' standards, the quality of the learning environment and leadership and management. In addition, the proposer explains appropriately how the proposal matches the authority's 21st Century Schools program. The proposal clearly defines the intended benefits of the proposal, and these relate appropriately to the stated purpose and the rationale. The local authority has provided enough evidence to show that the scheme is at least likely to maintain an education standard in the area."
- 7.3 A response was received from N.E.U. union officers. Their officer said: "The NEU accepts the business case for closing Ysgol Talwrn in view of the ongoing maintenance costs, access to Welsh Govt. Funds and per pupil cost of £1,050 in excess of Ysgol y Graig. With surplus places at 12% and due to rise, we can see benefits in merging the two schools due to their relatively close proximity. As a Trade Union, we are opposed to compulsory redundancies and very concerned that to date, none of our members due to be made redundant as a result of Santes Dwynwen, have been able to find alternative posts through re-deployment. More effective pressure from the Authority is needed on Governors to ensure that any teaching/support staff made redundant in the event of Ysgol Talwrn closing are interviewed for vacant posts."

The Authority's response to the N.E.U. officer's comment

In relation to the staff in the four schools that will merge to form Ysgol Santes Dwynwen School who the relocation list - none of them have been relocated to date. It must be remembered that the relocation process will not be complete until March 2019 and so the relocation process will continue until then.

The Authority will do everything possible to assist those on the relocation list. However, the Authority operates under the restrictions of the Staffing Regulations, i.e. recruitment decisions are in the hands of each individual Governing Body.

- 7.4 A response was received from Llanddyfnan Community Council. Their response was: "The Community Council is in favour of keeping Ysgol Gynradd Talwrn open and supports the Welsh Assembly Government's announcement on keeping small schools open. The Council also supports the local opinion not to close the School. As the school is 98% full, and has had a total of 42 - 49 pupils over the past few years and primary schools in Llangefni are full, we do not see any reason to close the school. Approximately 100 houses are being built in Llangefni. Will there be space for children from these properties in Ysgol y Graig? There was a shortfall in the last process and the community council feels that the County Council does not listen. "
- 7.5 In addition to the consultation forms and feedback letters, there was an opportunity for stakeholders to contribute to an electronic survey through the Isle of Anglesey County Council's website. A summary of the survey [10 responses] is presented in appendix 1.

8. RESPONSES FROM PUPILS

- 8.1 Council officers visited Ysgol Talwrn and Ysgol y Graig to hold short meetings with a representation of pupils from the two schools, to find out their views on the proposal to change their existing school.

It was an opportunity for the children in the schools to express their opinion about the Council's plans for school modernisation. It was emphasised that their views were important, as they are the individuals attending the schools. They were told that the information they submitted will be transferred to a report and presented to Councillors as part of the Statutory Consultation.

It was explained that the reasons for modernisation were:

- Schools on Anglesey have too much surplus places or not enough places in some of its schools
- Need to make sure that all pupils receive a good education
- Need to make sure that the school is modern and offers good resources
- That the Council spends its money on schools in a fair way

The children were asked the following questions.

What did the pupils like about their current school?

What do you think of the proposal to adapt Ysgol y Graig and close Ysgol Talwrn and transfer pupils of Ysgol Talwrn to Ysgol y Graig?

Did they agree with the reasons for change?

Any other comments

Their responses are noted below. During some sessions, some children wrote their comments on paper and these presented in the children's language.

8.2 The children's comments from Ysgol Talwrn

The School Council was consulted in the first instance. Then a group of children of different ages had the opportunity to contribute to the consultation. The parents of those children expressed an interest in the involvement of their children in the consultation.

Question: What do you like about your current school?

- Ysgol Talwrn has a number of resources. The School Council has arranged to raise money to buy netball equipment. As a result, the school will be able to maintain a netball club after school, every Thursday.
- We do not want resources to go to waste
- We have a new train on the yard and good equipment here
- Everyone's work in school is put up on the walls. In a large school there will be less chance to showcase work as it's only the best work that gets put up.
- I'm worried that year 6 pupils at Ysgol Talwrn will have to move school twice in a short period. Moving to another primary school and secondary school.
- Staff at Ysgol Talwrn know everyone, and everyone knows the staff
- People from the community who visited the school were listed - the children felt they had valuable experiences - and one member composes songs for Ysgol Talwrn only.
- Reference was made to the Talwrn Eisteddfod held in the Village Hall and there is a risk of losing this if the school closes. Only the best are chosen to take part in the big schools.
- Children have the opportunity to assemble in the square after school. This is a tradition by the school. The parents and children are able to assemble and have a conversation after school
- We get school bike lessons
- Enough variety and opportunities
- Friends
- Playing
- New children join the school
- We as a family know each other.
- We have team play and everyone taking part
- My cousin goes to a big school and I hear from him that there is not as much opportunity for everyone to get involved.
- Everyone looks after each other
- No lot of children here
- Learn new things
- I can walk to school
- Netball club
- The train on the yard
- Play and friendly friends
- Cycling to school
- Walking down to the square after school
- My Mum chose this school because the Welsh language is good here
- Teachers know our names
- New equipment and resources and more clubs
- Members of the community reading with us
- If a child hurts, other children are cautious
- Gardening opportunities with members of the community
- Nature books
- School trips
- 'Bugs Hotel'
- Nature around us and learning about the school
- Eisteddfod Talwrn and the opportunity to be in the choir

- Race running in sports
- Cross country race
- Lot of clubs
- School football teams and recent success. The other teams had 13 children and Talwrn only had 8, so it was a credit to Ysgol Talwrn for success.
- Eisteddfod Talwrn
- Exercise outside
- In a large school the staff forget names as there are more names to remember
- I've been at Ysgol y Graig and I moved to Ysgol Talwrn
- Enough children for us to play with
- A chance to watch a film for the younger and older children together
- Children help each other
- More money in a large school than a small school, but there are plenty of toys at this school.
- Learn something new every day
- On the evenings of the art club starting at 4pm, we can go down to the square to play after school, and come back to school by 4.
- Some of these children have come here from Ysgol y Graig. Ysgol Talwrn is a good school
- Breakfast

What do you think of the adaptation proposal to Ysgol y Graig, closing Ysgol Talwrn and the transfer of children from Ysgol Talwrn to Ysgol y Graig?

- I do not want to go to Ysgol y Graig, perhaps children will be bullied there.
- It is not a good idea. In Ysgol Talwrn, the small and big children see each other.
- That will not be true at Ysgol y Graig.
- I'm worried about which secondary school I will have to attend
- There are opportunities here. The big children are being filmed, and are recorded for the Urdd radio
- Dancing opportunities here, and we teach each other
- A new teacher is about to start here, she will not have an opportunity at the school. In addition, there are children starting in school next September
- We have had a number of new and nice teachers
- Sometimes we will be listening to music before lunch
- We get involved in a variety of different activities - dancing and learning dances from different countries, head maths and using the hubt, ap si-so, ttrackstars (times tables rockstars)
- Painting
- We help Auntie Delyth to keep kitchen equipment and clean up the floor. Auntie Delyth will play with us at lunch time and is a school assistant in the afternoon

Do you agree with the reasons for change?

- Understand the reasons but do not agree with them.
- The building may be old and does not look good from the outside, but what happens inside the school and education is good

Additional comments

- No to closing the school
- My Mum went to Ysgol y Graig and was bullied there
- Need to ensure that resources do not go to waste
- There are plenty of modern resources here - chromebooks and apple computer

The children's comments from Ysgol y Graig - School Council Representation**Question:** What do you like about your current school?

- Kind teachers
- Lunch
- Play time#
- Exercise / sports
- Football
- Art Clubs
- Breakfast club
- Eisteddfod
- Instrument lessons
- Brass instruments
- The work
- Listening at school

What do you think of the adaptation proposal to Ysgol y Graig, closing Ysgol Talwrn and the transfer of children from Ysgol Talwrn to Ysgol y Graig?

- It is not fair that the Foundation phase must move to a building for the Junior section. We have not had to do that.
- It is important to keep the link between the Foundation phase and the Junior section. An example was given of one child in the Foundation Phase crying today and the child was comforted as he saw his relative in the Junior section.
- A good idea - it will be an opportunity to make more friends
- There will be more room in the school
- The Council will need to consider more parking spaces for Ysgol y Graig
- The Council will need to consider transport to the school for children of Ysgol Talwrn, because parents may not have a car

The children were asked if they agreed with the reasons for change:**The need to plan sufficient places****Ensure everyone continues to get a good education****Modern school and good equipment****Spend money on our schools fairly**

- There was agreement that they understood the reasons for change

The children were asked about ideas on how to communicate with them during the school modification period, if the proposal was approved

- The children welcome the opportunity to chat with the Architect about the design of the new block and the existing Ysgol y Graig adaptations
- E-mail
- Newsletter / Letters

The opportunity was given to make other comments

- Pupils asked about the school uniform and if Talwrn disagreed with the Graig's school uniform
- What happened if the children of Talwrn have any allergy, how will Ysgol y Graig know that

9. RESPONSES TO COMMENTS RECEIVED

We would like to thank all for the comments. As many of them were similar, it was decided to place them under specific themes. It is not possible to respond to all the individual comments received for several reasons including the fact that many of them are similar. The Authority's response to some of the main themes presented in comparison with the main drivers of change in the School Modernisation Strategy [section 2] is presented below.


9.1 Ysgol Talwrn

1. Standards

A number of stakeholders mentioned the percentage of pupils achieving the expected standard at Key Stage 2 being 100%. However, there is a need to look at the full picture and consider the Foundation Phase as well. The consultation document detailed this and showed the attainment figures for both schools compared with similar schools nationally using a benchmarking dataset:


Ysgol	FPI*		
	2014/15	2015/16	2016/17
Talwrn	66.7	80.0	75.0
Y Graig	92.5	82.4	91.3
Anglesey	86.2	84.7	85.8
Wales	86.8	87.0	87.3

*Outcome 5+ in the Foundation Phase Indicator

Upper quarter 

Upper Median 

Lower Median 

Lower quarter 

In general, there is some variation in the schools' performance i.e. one school has been in the lower quarter more often than the other and this is reflected in the colour category of the school indicator.

The table below shows the pattern over the past three years for Key Stage 2.

Ysgol	KS2* School Results		
	2014/15	2015/16	2016/17
Talwrn	100	85.7	100.0
Y Graig	92.9	80.0	92.7
Anglesey	91.8	89.4	91.4
Wales	87.7	88.6	89.5

*Expected level in reading, writing, mathematics and science combined

The performance of the two schools for KS2 is quite similar, in that Ysgol Talwrn has 2 greens and 1 orange and Ysgol y Graig with 1 green and 2 yellows. What is significant is the number of pupils, an average of 7 in the cohort for Ysgol Talwrn and an average of 43 for Ysgol y Graig.

It could be argued that the inspection profile of Ysgol y Graig excels a little.

Estyn's response to this consultation is also noted: "Estyn is of the opinion that the proposal is likely to maintain the current standards of education in the area at least."

In addition, the performance of the two schools in terms of pupils attaining level 5+ can be studied – this is one level higher than the expected level:

School	Subject	Level 5+ in KS2* School results		
		2014/15	2015/16	2016/17
Talwrn	Science	0.0	14.3	44.4
	Mathematics	0.0	14.3	44.4
	Welsh	0.0	14.3	44.4
	English	0.0	14.3	44.4
Y Graig	Science	33.3	55.6	46.3
	Mathematics	47.6	73.3	75.6
	Welsh	26.2	42.2	46.3
	English	28.6	48.9	61.0
Anglesey	Science	40.9	40.4	49.5
	Mathematics	40.9	40.4	49.5
	Welsh	38.1	35.3	38.3
	English	42.9	41.1	46.4
Wales	Science	41.1	42.5	46.4
	Mathematics	41.1	42.5	46.4
	Welsh	38.1	35.3	38.3
	English	40.8	42.0	44.7

From the statistics above:

- Both schools perform well in terms of expected levels
- Ysgol y Graig is successful in attaining higher percentages for level 5+ which suggests that Ysgol y Graig successfully stretches pupils well and meets levels higher than the levels for Anglesey and Wales

In terms of inspections it can be argued that the inspection profile of Ysgol y Graig excels a little.

Estyn's response to this consultation is also noted: "Estyn believes that the proposal is likely to maintain at least the current standards of education in the area."

2. The size of Ysgol Talwrn means that there are classes of mixed age in the school. This, together with the expectation to prepare suitable work for the range of abilities in a class, offers a higher level of challenge for teachers in smaller schools.

3. **Costs and condition of the building**

There is no reference in the comments received regarding the pupil's cost of £4,447 which is higher than the Anglesey average (£3,972). In addition it is necessary to note that a maintenance backlog of £332,500 reflects the age and condition of the building.

Many of Ysgol Talwrn's stakeholders did not mention the state of the school except for them to question the maintenance backlog figures. The statutory consultation document stated that the maintenance backlog was £332,500 and the cost of having a new external mobile classroom was £250,000. Qualified chartered surveyors from the Authority usually carry out surveys of every school building every two years to determine any maintenance work required and to calculate the cost of that work.

To install a new mobile classroom, permission would be required from the landowner next to the school, and without this, having a new unit on school grounds will not be possible. The following steps would then need to be completed:

1. Demolition of the existing unit
2. Underground works (foundations, electricity cables, water, telephone and communication cables and sewage pipes etc.)
3. New class unit (including toilets for children as well as staff / disabled toilet)
4. Building planning and control consent
5. Logistics work (Demolition and reconstruction of wide boundary wall between the school and the field next door, demolition and reconstruction of field boundary next to the lane), use of the 'Trackway' system on the field next door, strengthen the yard under the crane etc.
6. Ramp and iron steps to the new cabin
7. Yard repair / improvement work
8. Fee for arranging and conducting the work

The £250,000 estimate includes the transportation and installation of a new cabin and connecting the services to the cabin.

Some stakeholders asked if a 50-year loan is good value for money. Finance officers within the Authority calculate the cost of lending for 50 years.

4. **Other suggestions**

Other possibilities were suggested regarding the school's future:

- Combine Ysgol Talwrn with Ysgol Llanbedrgoch or Ysgol Pentraeth
Between Ysgol Talwrn and Ysgol Llanbedrgoch, there would be 70-80 pupils at school - the arrangement is still too small from a sustainability point of view. The federation of the 2 schools would not address surplus places or the condition of the buildings.

- [Consider federating Ysgol Talwrn with another primary school
Between Ysgol Talwrn and Ysgol Pentraeth, there would be around 130 pupils at school - the federation of the 2 schools would not address empty places, condition of buildings nor financial savings.

- Use Ysgol Talwrn to train headteachers

The Authority, in conjunction with the regional educational consortium GwE, has a training program for prospective head teachers to gain the National Professional Qualification for Headteachers (NPQH). This is the training route used for headteachers rather than in-job training.

- The Authority should "invest in a new school" in Talwrn.

This is not practical because the forecast for pupil numbers in the natural catchment area is very small.

5. **Surplus places**

Ysgol Talwrn has 12% of surplus places despite the fact that the % of pupils from outside the catchment area [45%] is relatively high. The fact that so many pupils come from outside the catchment area makes the surplus places situation more vulnerable. In September 2017, surplus places were 1% at Ysgol y Graig while there were 12% of surplus places at Ysgol Talwrn. There are 19 pupils traveling into the village of Talwrn from other catchment areas. This is not a firm position in the longer term as there would be uncertainty of the school's ability to maintain existing school numbers and this would worsen surplus places at school.

6. Some stakeholders supported the "recent statement by the Cabinet Secretary for Education on rural schools". It should be noted, however, that this is a presumption against closure, and the revised School Organisation Code does not say that rural schools should not close. Indeed, the code states that there is a priority to provide high-quality education in small and rural schools, and indeed it recognises that education is the paramount consideration. It's noted here from the information already presented in this report that whilst both schools perform well in terms of expected levels, Ysgol y Graig succeeds in attaining higher percentages to level 5 + which suggests that Ysgol y Graig manages to stretch pupils well and achieves levels which are better than Ynys Môn and Wales. In addition, Ysgol Talwrn is not on the list of rural schools published by the Welsh government as part of the consultation on the School Organisation Code. The revised School Organisation Code is not currently legally binding even though the Authority is seeking to address its contents.

7. **Environment**

A concern for some stakeholders was that closing Ysgol Talwrn would lead to an increase in carbon emissions. Calculations show that even the use of 2 buses would not have a greater impact on the environment than the closure of Talwrn Primary School. This is partly because 45% of Ysgol Talwrn pupils travel to school from outside the catchment area.

8. **Possible effect on the community**

The potential effect of closing Ysgol Talwrn on the community worried a number of stakeholders. Here are some of the comments received:

- Ysgol Talwrn is the foundation of a local Society and also contributes to the social and religious life of the village ".
- The School should remain open to serve the community
- The village Eisteddfod gives young people the opportunity to build confidence by performing on stage. Losing the school would lead to the end of the Eisteddfod
- The school is a central part of the life of the village. The school is ideally located for local studies. The school is the heart and backbone of the community.
- Closing the school would affect the future of the Welsh language in the local community and beyond.
- The Village Hall depends on the school
This is the case but only because the school hall is not big enough to meet current requirements. The Cylch Meithrin is held which is independent of the school.

With regard to the allegation that 'schools are the heart of the community' and that the community would decline when a school closes, it is accepted that this is a challenge.

However, there are specific examples where a new school has created a 'wider' community. There are also examples where the community continues to thrive in villages where the school has closed. Eisteddfodau continue in villages on Anglesey where there is no school e.g. Marianglas.

9.2 Ysgol y Graig

1. **The Welsh language**

The Authority recognises that the use of the Welsh Language is a strength in the school. This is confirmed by the Language impact assessment

2. **Transport**

The "traffic situation at Ysgol y Graig is dangerous" said stakeholders. A traffic assessment of the roads around Ysgol y Graig was completed following the completion of Llangefni Link Road. The assessment confirmed that traffic going past Ysgol y Graig has reduced since opening the new road. For example in the morning, 114 vehicles that passed the school now use the new link road to or from Ysgol / Coleg Menai. Before building the new road, all of these 114 vehicles had to go past the school. In comparison, 29 vehicles use the new lane as a connection between the B5420 Penmynydd Road and the B5109 Talwrn Road. The opening of the new road has therefore improved the situation on the public highway in front of the school, but unfortunately parking near the school remains a problem. Therefore, if the proposal is approved, a traffic impact assessment will be conducted and will include the situation in terms of traffic around the school and parking.

3. Others said walking to Ysgol y Graig from the village of Talwrn would be dangerous. This concern is acknowledged. If the proposal is approved, a traffic impact assessment will be completed and will include the walking journey to Ysgol y Graig. If this was done before the Executive made its decision, it could be argued that the Authority had made a decision in advance. The process cannot be pre-judged but similar walking journeys in other parts of Anglesey have been considered to be dangerous which in turn meant that the Authority provided transport for the children.
4. Some parents were not eager for their small children to go on a bus to Ysgol y Graig if the proposal was realised. However, if the proposal is realised, the children would not necessarily travel by bus and could travel in a taxi. Children of 4-11 years of age already travel by bus e.g. from Llanfachraeth, Llanddeusant, Rhydwyn and Llanfairynghornwy to Ysgol Rhyd y Llan and from the villages of Penmynydd and Star to Ysgol Llanfairpwll.
5. Consideration will be given to the condition of the playing field and to repairing the wind turbine.
6. If the proposal is realised, it may be an opportunity to develop future leaders in the school e.e. manager / deputy head looking after the Foundation Phase.

9.3 General Comments

Comments were received that were consistent across the schools and there is a response to the most common ones below:

- There were a number of comments about the Welsh language and they questioned the potential impact of closing Ysgol Talwrn on the language. Given that 78% of Ysgol y Graig pupils speak Welsh compared to 60% at Ysgol Talwrn, it can be argued that closing Ysgol Talwrn and transferring pupils to Ysgol y Graig would strengthen Welsh.
- In addition, according to the Cylch Meithrin Ysgol Talwrn 2017 report, "almost all of the children [16 of them] were of white British origin and none of them speak Welsh as their first language." This suggests a decline in numbers the children who speak Welsh in the catchment area.
- Others said that school size was affecting the quality of Welsh. It is a priority for the Council to strengthen and safeguard the Welsh language. Any plan for a new school plan will be subject to the requirements of the language policy. In addition, it is the Council's expectation for schools that are part of the school modernisation program to continue to be community, Welsh-speaking schools. There is no evidence that smaller schools are more effective in promoting high standards in Welsh.
- The comment is presented that larger schools are less effective in creating a 'sense of family' and that there is no chance for the children to have the opportunity to represent the school. There is no evidence that this is true - there are arrangements in primary schools to ensure opportunities for all pupils to participate e.g. year teams, age specific choirs.
- It is alleged that 'schools are at the heart of the community' and that the community would decline when a school closes. It is accepted that this is a challenge but there are specific examples where a new school has created a 'wider' community. There are also examples where the community continues to thrive in villages where the school has closed.

In terms of the Authority's Language Charter, Ysgol y Graig has reached the Gold standard and Ysgol Talwrn has reached the Bronze standard.

If the proposal was implemented, in accordance with the language assessment of the proposal in question, the proposed option would have a positive effect on the Welsh language (+4).

10. FINANCIAL CONSIDERATIONS

The capital cost of any new school built under Band A of the Welsh Government's 21st Century Schools programme is funded through a combination of grants and borrowing. The Welsh Government provide 50% of the funding through capital grants and supported borrowing (annual debt repayment and interest costs are funded in the Revenue Support Grant). The remaining 50% has to be funded by the Local Authority through any income generated via the sale of former school sites and through unsupported borrowing where the annual cost of debt repayment and loan interest must be funded by the Council.

Building new schools is a significant capital investment and the financial assessment of the options must consider the future revenue obligations in order to ensure that the financial burden of building new schools for future generations is minimised. Building new larger schools also results in economies of scale and reduced revenue costs. The reduction in revenue costs is also an important factor in the financial assessment as the savings generated contribute towards the additional capital financing costs.

Revenue savings are generated as running one larger school is less costly in terms of building maintenance and energy, management costs are reduced (one Headteacher instead of two) and class sizes can be set to an optimum level which reduces teaching costs.

The financial appraisal considers the cost of financing the borrowing, the revenue savings generated and the additional costs of transporting pupils to the new school. In order to undertake the financial appraisal the following assumptions were made.

- Borrowing to fund the new schools would be funded over a 50 year period with the Minimum Revenue provision calculated on a 2% straight line method.
- Borrowing to fund the backlog maintenance costs would be funded over a 20 year period with the Minimum Revenue Provision calculated on a 4% straight line method.
- Interest rates were based on the current borrowing rate
- To calculate the revenue costs of the new school, the current pupil numbers, free school meals, special educational needs pupils etc were used to determine an estimated allocation for the new school.
- One off costs including the cost of appointing a Headteacher prior to the new school opening, redundancy costs, pay protection and the costs of maintaining the former sites have not been included in this financial appraisal. These will be taken into account when the detailed business plan for the agreed option is drawn up.

Maintaining the current 2 schools would not incur significant capital costs but it would require the backlog maintenance in the two schools of £369k to be addressed with a potential for further additional costs as Ysgol Talwrn gets closer to the end of its useful lives. Additional costs may be incurred in transporting children to other schools, which are outside the catchment area because of lack of capacity, particularly in Ysgol y Graig, but these are difficult to determine at this stage and have not been included in the assessment.

Building an extension to Ysgol Y Graig to replace Ysgol Talwrn would be more expensive but this additional cost would be partly offset by an increase in the Welsh Government contribution and the capital receipt generated by selling the Ysgol Talwrn site.

The results of the financial appraisal of the 2 options is shown in the Table below:

	Option 1 Do Nothing	Option 2 Extension to Ysgol Y Graig and close Ysgol Talwrn
Estimated Capital Cost	£0	£3,870,660
Backlog Maintenance Cost	£369,000	£0
Total Capital Cost	£369,000	£3,870,660
Welsh Government Funding	£0	(£1,935,330)
Capital Receipts	£0	(£140,000)
Net Unsupported Borrowing	£369,000	£1,795,330
Revenue Implications		
Annual MRP Charge	£18,450	£35,910
Annual Interest Costs @ 2.3%	£8,490	£41,290
Additional Transport Costs	Not calculated	£28,000
Total Additional Revenue Costs	£26,940	£105,200
Revenue Savings	£0	(£39,540)
Net Additional Revenue Costs	£26,940	£65,660

Note that the Authority's budget is shared between the schools by treating them in the same way through a formula. The school budget is determined on the basis of a complex formula that considers a number of factors in addition to the number of pupils in the school in September of that particular school year.

The location of a new building would be dependent on a search for a site and feasibility studies of those sites prior to assessing and scoring them to select a favoured option. Therefore, at the moment, the site or address of a new building is not yet known.

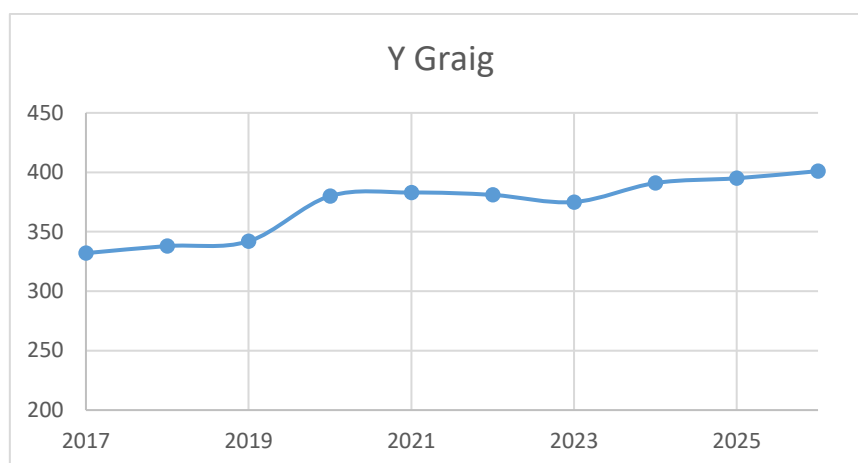
Whatever, the final configuration, the primary school will continue to be Welsh medium and will be a community school and the Local Authority will be the admission body for the school.

Walking routes and transport to any new school building will be assessed during the build period.

In terms of the walking routes to the proposed new school site, a safety assessment of these routes would need to be carried out following any decision made by the Council.

Should a new part of the primary school be built, there would be a change in travel arrangements for learners from the direction of Talwrn. Officers of the Authority would then formally decide whether to provide transport to Ysgol Y Graig, following a safety assessment of the routes.

Should the proposal be implemented and that a new primary school be built and opens in 2021, the impact on numbers would be as follows (this assumes that parents would allow their children to move to the new primary school).



11. ENVIRONMENTAL CONSIDERATIONS

The Authority's Executive adopted the Energy Strategy in 2017. The aim of the strategy is to reduce carbon emissions by 15% by 2022.

The information below shows the Authority's spending on fuel and electricity over the past three financial years for the schools:

Ysgol	Expenditure (on electricity and fuel)			Average (per year)		
	2014-2015	2015-2016	2016-2017	Cost	Per pupil	Per m ²
Y Graig	£15,208	£15,362	£13,790	£14,787	£44.14	£5.87
Talwrn	£4,228	£4,634	£3,233	£4,032	£87.65	£13.35

It can be seen from the table that the spend per pupil and square metre (m²) is higher in Ysgol Talwrn.

The table below shows the carbon dioxide emissions from the schools over the past three financial years:

Ysgol	Tonnes CO ₂ (electricity and fuel)			Average		
	2014-2015	2015-2016	2016-2017	(tonnes CO ₂)	Per pupil	Per m ²
Y Graig	65	58	61	61	0.184	0.024
Talwrn	15	26	14	18	0.397	0.060

The figures show that the carbon dioxide emissions per pupil and carbon dioxide emissions per square metre (m²) are higher in Ysgol Talwrn.

12. CONCLUSIONS AND RECOMMENDATION

12.1 The following questions summarize the main issues presented in the previous sections and try to use that to present a recommendation for the attention of the Executive.

12.2 Attention is drawn in the report to the following key issues.

- i. Standards in both schools are similar in terms of the expected level attained (Level 4+). However, evidence over the last three years indicates that Ysgol y Graig has succeeded in ensuring that a higher percentage of pupils attain the higher levels in the core subjects. As a result, merging would not have a negative effect on standards.
- ii. Merger would make better use of the Council's resources and harmonise the cost per head.
- iii. The merger of the two schools would create the conditions for the Headteacher to have sufficient non-contact time for leadership.
- iv. Bringing the two schools together will address the backlog maintenance and provide a twenty first century resource for school users. The financial analysis shows that the backlog cost of the two schools is £369k with the possibility of further additional costs as Ysgol Talwrn is approaching the end of its useful life. However, it is acknowledged that there could be additional transport costs resulting from transporting children but it is difficult at this point to determine these and as a result they are not included in the evaluation. It is also acknowledged that an extension at Ysgol Y Graig would be more expensive than the current system, but the additional cost will be partially offset by an increase in the Welsh Government's contribution and the capital receipts generated through the sale of Ysgol Talwrn site.

12.3 In light of the above, it is recommended that the capacity of Ysgol y Graig be increased to accommodate pupils from Ysgol Talwrn, and close Ysgol Talwrn. This would be done by

- using the existing building for Key Stage 2 i.e. years 3 to 6 and adapt it;
- build a new 'Block' for the Foundation Phase, namely Nursery, Reception, Years 1 and 2.
- Consider relocation of the Flying Start provision within the Ysgol y Graig campus.

The new 'block' would continue to be part of Ysgol y Graig and would not be a separate unit.

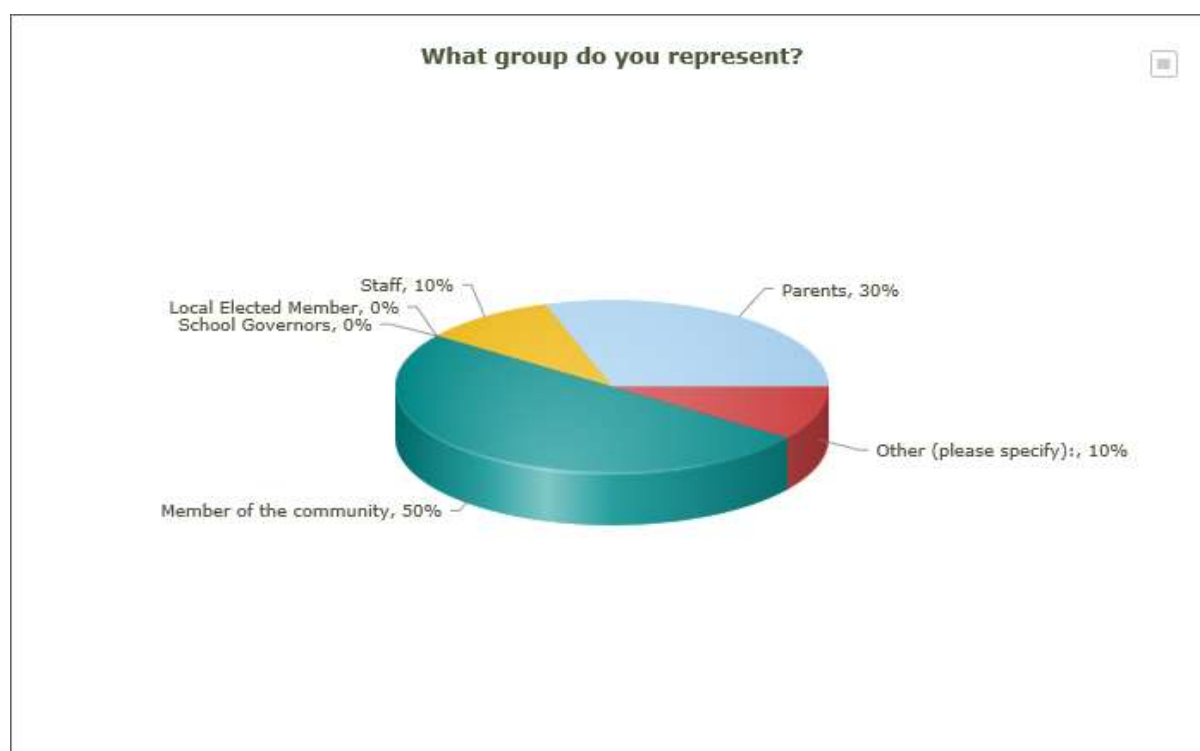
APPENDIX 1**ON LINE RESPONSE**

In addition to the consultation forms and feedback letters there was also an opportunity for stakeholders to contribute to an electronic survey via the Isle of Anglesey County Council website. Below is a summary of the survey.

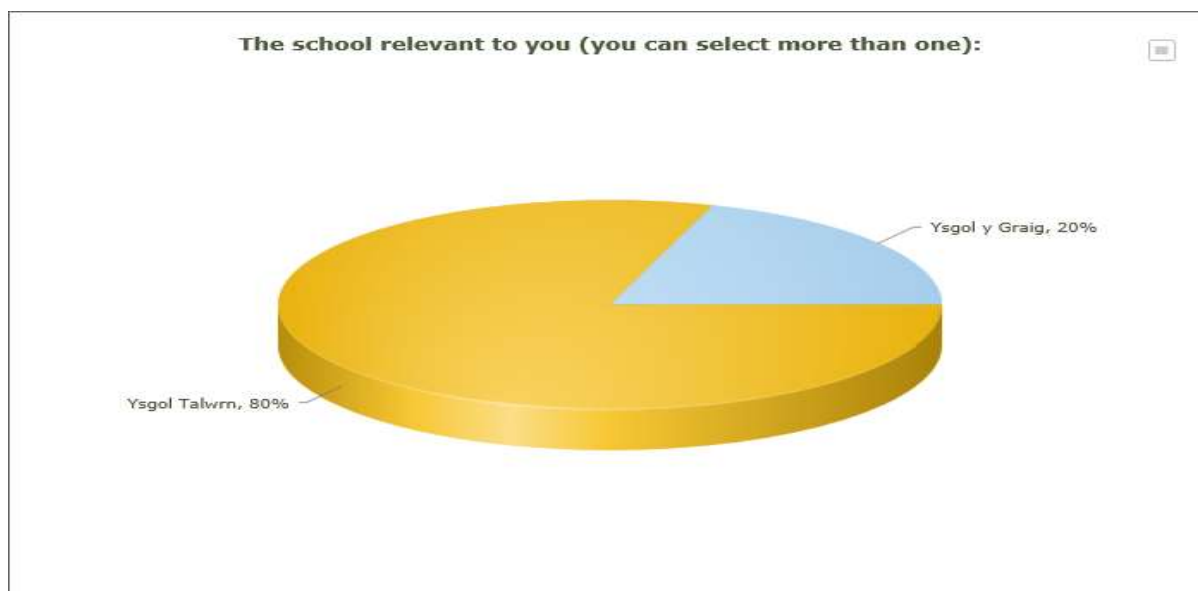
We are grateful to the 10 people who took part in the survey with representation from the three schools involved.

The Authority's response to many of the points raised in the in line survey can be seen in section 9 of this report.

Stakeholders were asked about the group they represented, and this was the response:



Below is a summary of the representations from the schools under consideration, some individuals chose more than one school.



Stakeholders were asked if the proposal to expand Ysgol y Graig to take the pupils from Ysgol Talwrn and close Ysgol Talwrn would have a negative impact on the Welsh Language?

Yes a negative impact	No negative impact
70%	30%

Here is a summary of the main mitigation measures presented by the stakeholders to reduce the negative impact on the Welsh Language, if the proposal is approved.

There would be no adverse effect on the Welsh language as a smaller number of schools would be easier to control.
It cannot. Extending capacity in one school to provide space for children from another school has a detrimental effect on their education and in turn it will affect the Welsh language.
Ysgol Talwrn is central to the Welsh community of the village. Closing the school will be a big mistake that will kill the culture of the Welsh language.
The use of the language will decrease and the size of the classes will be too large to ensure the use of the language.
Only by keeping the school open will you ensure the future of the Welsh language in the village.
You would have to invest heavily in community activities, i.e. eisteddfod.
Keep Ysgol Talwrn open

The Isle of Anglesey County Council's response to the concerns above about the Welsh Language

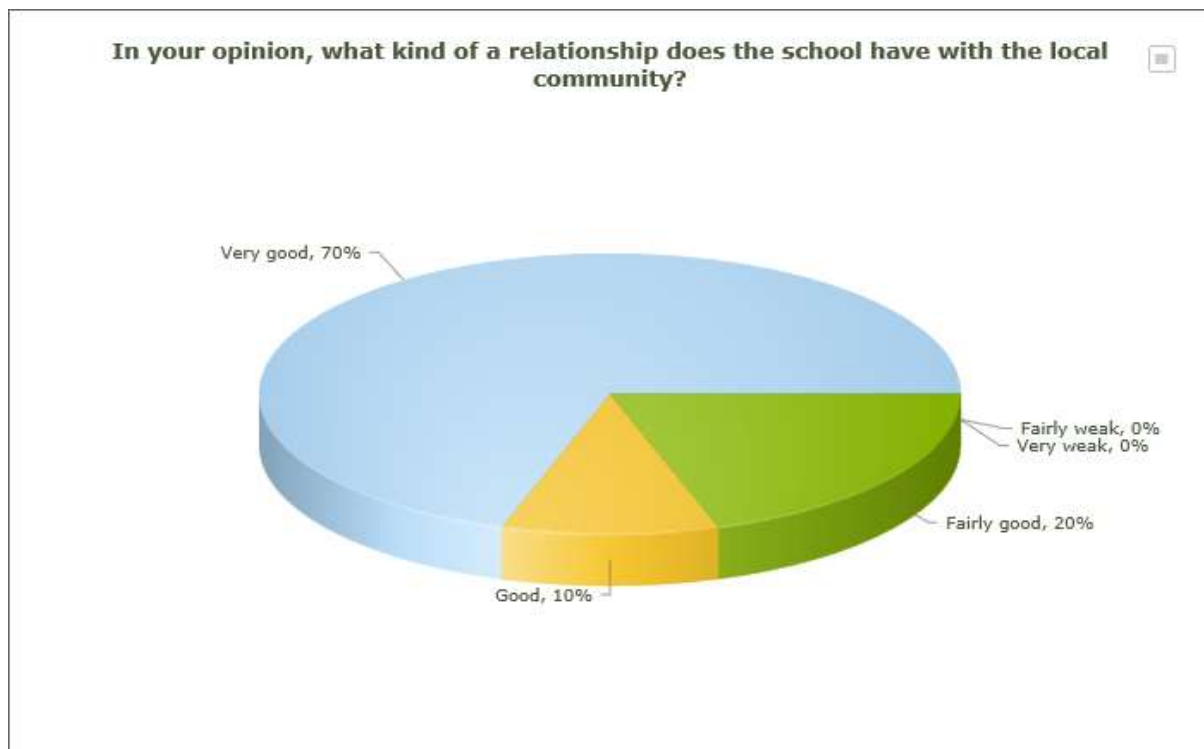
The Isle of Anglesey County Council has adopted the principle that Welsh should not be treated less favourably than English, and that residents of the island should live their lives through the medium of Welsh if they wish to do so. The expectation in relation to the Welsh language is the same for each school, which gives every pupil in the County the opportunity to have the right skills to be confident in their bilingualism. In light of this, any new school proposal submitted will be subject to the requirements of the language policy.

The Council recognises that rural schools have a key role to play in contributing to communities, the use of the Welsh language and the way of life. When considering school modernisation options the Council will take into account the balance between educational needs and the long-term needs of our communities.

It is the Council's expectation for schools that are part of the school modernisation program to continue to be community-based, Welsh-speaking schools.

It will be a priority for the Council to strengthen and safeguard the Welsh language and bilingual education.

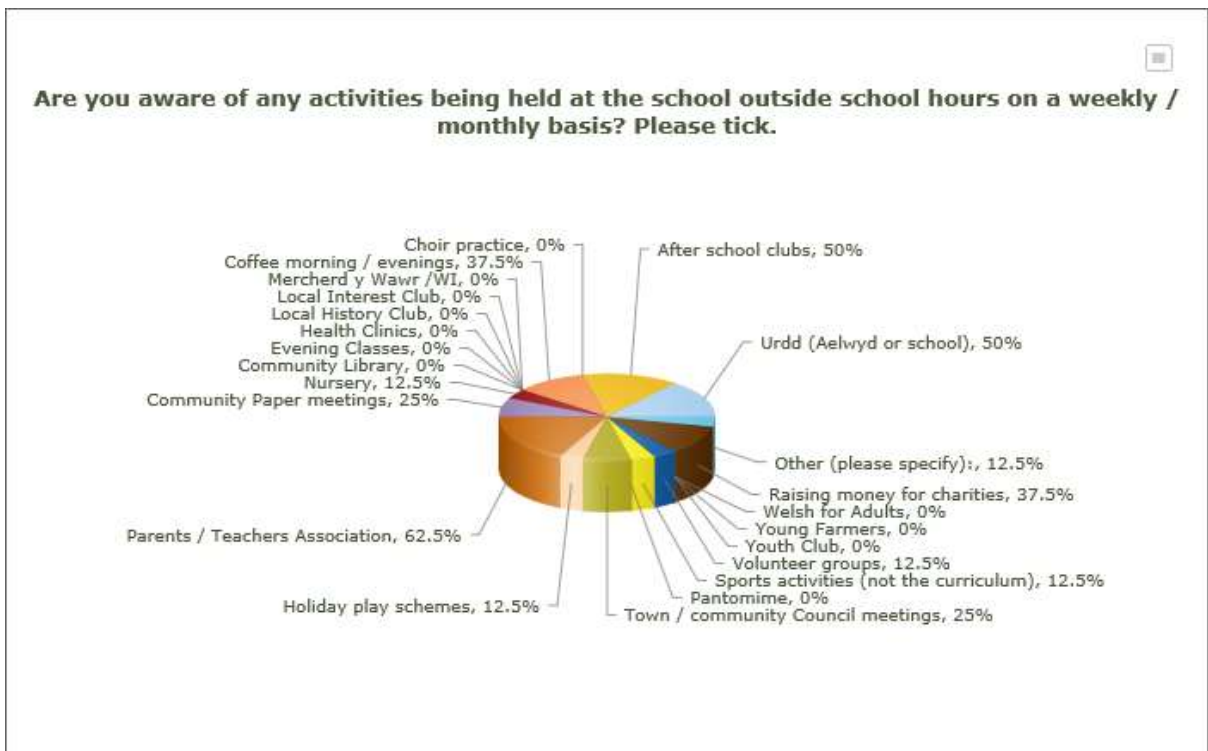
Stakeholders were asked 'In your opinion, what relationship does the school have with the local community?'



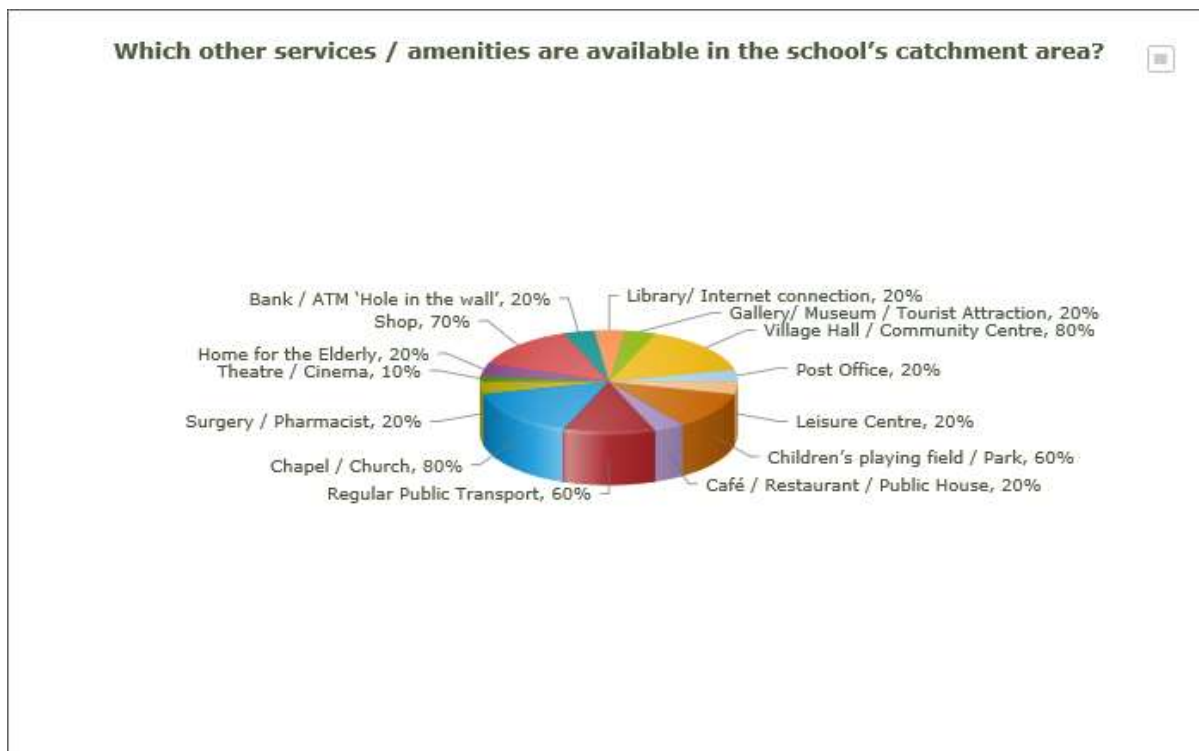
List the members of the community who visit the school regularly to contribute and enrich the learning experiences.

Not sure
There are many
The School is central to the number of village activities. With the School playing a key role in the success of the Talwrn Eisteddfod. The School and Teachers (present and past) are extremely supportive of the Eisteddfod that is central to the future of the Welsh language and our culture.
There are several manners of the community that visit the school. There are far more than there are from the Llangefni area regularly visiting Ysgol Y Graig
Unsure as my daughter is in the cylch meithrin at the moment and will not start school in Talwrn until next year.
The Reverend, music teacher
Many from the community visit to enrich the learning

Are you aware of activities conducted at the school on a weekly / monthly basis, outside school hours? Please tick.



What facilities / other services are available within the school catchment area?



What sort of childcare provision is available in your school's catchment area, except your school, if you know?

Don't know
Child minders who are independent of the meithrin in the area
None
There is no childcare provision available
Cylch meithrin in the village
Cylch Meithrin

In your opinion, what sort of impact will the proposal have on local families?

Bring more local families together from different areas.
There are too many children at Ysgol Y Graig, plus as new housing are planned the classes will be bigger, traffic already an issue with cars parked all over the place!
Coleg Menai has a huge extension and the traffic from there will also be a huge issue as speeding heading towards the college already a problem!!
Talwrn will lose it's community heart and children will no longer have a name but a classy fixation as the Graig would be enormous and the children become faceless
There will be a detrimental impact with the need to travel, in turn increasing the carbon footprints
The closure of Ysgol Talwrn will be inconvenient for families as they will then have to travel to school in Llangefni. It will have an impact on children by losing local connections.
The impact will be totally detrimental to local families with the need to travel to Ysgol Y Graig from the village. It will also have a detrimental impact upon the quality of life for those local families
I believe it will devastate local families, the school is the hub of the community. Children and parents will lose the ability to walk to school.
It will increase cost, it will have a detrimental effect on their social life, effect house prices, community spirit will be destroyed. The community shop will be negatively impacted.
Closing the school will mean fewer families with children coming to the village

What in your view will be the general effect on communities?

It will bring communities together through parents talking together at the school gates.
Talwrn will lose a vital part of its community!! Plus keeping it open will be somewhere to send the over crowding from y Graig in a couple of years!!!
Talwrn will be desolate Llangefni already has 2 large schools (primary)
An unquantifiable impact. The school is the heart of the community and is imperative for the prosperity of the community
Closing the school will destroy the community, and have an impact on community activities.

I anticipate young people like us moving out of the village so we can choose the best education for our children.
The heart of the of the community is the school. The detrimental impact cannot be underestimated
The community will suffer massively by losing the local school, it will rip the heart out of a thriving welsh village and Talwrn will lose its eistoddfod.
It will have a detrimental effect on the local community.
It would kill the community

Any further comments

Merging Ysgol Talwrn with Ysgol Y Graig is a good idea as it provides better standard of education for local children which is more important than keeping buildings.
The school should not be closed especially where there in no capacity within another school. Increasing the capacity within another school reduces the quality of education.
As a local couple who have been educated in community primary schools locally - at Ysgol Talwrn and Ysgol Bodffordd. We appreciate the importance of education in a community-friendly school. As a local couple who hope to have children, and hoping to send them to Ysgol Talwrn, closing the school would mean we would have to consider relocating to get the education we want for our children. Having a close community school like Talwrn is the focal point of our community, and I am concerned about the effect the closure of the school will have on the community. I think that Children attending the Super Schools miss out so much, do not get the fair play we had as children in a community school. We really appreciate the great education we had at Bodffordd and Talwrn, giving us the best start in life, having every opportunity offered to us.
It would be a poor decision to close this school especially as there is a need to increase capacity at Ysgol Y Graig. The need to increase capacity will lead to a detrimental impact upon the level and standard of education available at the school.
Please consider possibly merging Talwrn with another rural school and not Ysgol Y Graig. Talwrn is a fantastic school and has the support of all the parents, it is vital to keep it open.
The whole project seems a waste of money and time. We are the end users and we do not want Talwrn to close. Please listen to the pupils and parents, this is not in their best interest.

The Authority's response to many of the points raised in the in line survey can be seen in section 9 of this report.