

Department of Education & Children

'School Leadership & Data Contextual Paper'

January 2018

OUR DEPARTMENTAL VISION.....

*Carmarthenshire is a community where children are safe and nurtured and learners
are able to achieve their full educational potential*



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Section 1: Foreword

This report demonstrates a range of school leadership data which provides Scrutiny Panel members with an overview of the current contextual nature and potential challenges to our schools and services. Certain elements of the statistical data displayed within the report will naturally alter due to fluctuations in demographics and local community circumstances. A key area of focus and consideration for further discussion may potentially be the content of Sections 3 and 4 (School Federation Footprint and Acting HT / Leadership Footprint).

Section 2: School Statistics

a) Number of Schools/Pupils

| SECTOR | NUMBER OF SCHOOLS | NUMBER OF PUPILS |
|-----------|-------------------|------------------|
| Nursery | 1 | 78 |
| Primary | 98 | 15,914 |
| Secondary | 12 | 11,035 |
| Special | 2 | 122 |
| | 113 | 27,149 |

b) Number of Pupils- Wales

| | | | |
|------------------------|---------------|------------------|--------|
| Cardiff | 54,129 | Powys | 17,841 |
| Rhondda Cynon Taf | 38,648 | Pembrokeshire | 17,456 |
| Swansea | 35,809 | Gwynedd | 17,061 |
| Caerphilly | 28,419 | Conwy | 15,870 |
| Carmarthenshire | 27,149 | Denbighshire | 15,660 |
| Newport | 25,267 | Torfaen | 15,017 |
| Flintshire | 23,554 | Monmouthshire | 11,608 |
| Bridgend | 22,972 | Isle of Anglesey | 9,699 |
| The Vale of Glamorgan | 22,381 | Ceredigion | 9,510 |
| Neath Port Talbot | 20,764 | Blaenau Gwent | 9,232 |
| Wrexham | 19,664 | Merthyr Tydfil | 8,798 |



Key points for consideration:

- Only 2 other Councils have more schools- Cardiff (127) and Rhondda Cynon Taf (123).
- Carmarthenshire has the 5th highest number of pupils in Wales and 2nd highest within ERW (Swansea has 35,809)

- There are only 11 Nursery schools remaining in Wales (a reduction of 2 since 2016)
- There are 39 Special Schools in Wales
- There are 200 Secondary Schools in Wales (a reduction of 5 since 2016)
- There are 1287 Primary Schools in Wales (a reduction of 23 since 2016)

c) Number of Pupils in Welsh Schools

| | |
|-----------------------|--------|
| Primary (70 schools) | 10,348 |
| Secondary (5 schools) | 5,464 |



Key points for consideration:

- Carmarthen has the highest number of primary pupils accessing Welsh medium education/schools
- Carmarthenshire has the 2nd highest number of pupils accessing Welsh medium secondary education, just 30 pupils behind Gwynedd with 5,494 pupils

d) Number of Teachers/Support Staff (Full Time Equivalent)

| | Teachers | Support Staff |
|-----------|---------------|---------------|
| Nursery | 3 | 6.2 |
| Primary | 775.4 | 895.9 |
| Secondary | 677.6 | 495.3 |
| Special | 21.6 | 63.6 |
| | 1477.6 | 1461 |



Key points for consideration:

- We have more or less the same number of teachers and support staff in our schools.
- Understandably, there are more support staff members in our Primary Schools due to Foundation Phase ratios

e) Free School Meals – ‘ALL PUPILS’

| | | | |
|-----------------|-------------|-------------|--------------|
| Nursery/Primary | Secondary | Special | Total |
| 16.9 | 13.6 | 46.7 | 15.7% |

| LA | Total % (All Pupils) | ALL RANK | LA | Total % (All Pupils) | ALL RANK |
|------------------------|----------------------|------------|---------------|----------------------|----------|
| Monmouthshire | 9.6 | 1 | Denbighshire | 16.1 | 13 |
| Ceredigion | 10.2 | 2 | Wales | 16.3 | |
| Powys | 10.8 | 3 | Newport | 16.4 | 14 |
| Vale of Glamorgan | 11.3 | 4 | Bridgend | 17.2 | 15 |
| Gwynedd | 11.5 | 5 | Swansea | 17.4 | 16 |
| Flintshire | 12.3 | 6 | Caerphilly | 19.1 | 17 |
| Anglesey | 14.6 | 7 | Cardiff | 19.1 | 18 |
| Conwy | 15 | 8 | NPT | 20.4 | 19 |
| Pembrokeshire | 15.4 | 9 | Merthyr | 20.6 | 20 |
| Wrexham | 15.7 | 10 | Blaenau Gwent | 20.7 | 21 |
| Carmarthenshire | 15.7 | =10 | RCT | 20.8 | 22 |
| Torfaen | 15.7 | =10 | | | |

f) Free School Meals: ‘5-15 years of age PUPILS’

| | | |
|-----------------|-------------|--------------|
| Nursery/Primary | Secondary | Total |
| 17.2 | 14.9 | 16.3% |

| LA | ALL % (5-15) | ALL RANK | LA | ALL % (5-15) | ALL RANK |
|------------------------|--------------|----------|---------------|--------------|----------|
| Monmouthshire | 10.5 | 1 | Bridgend | 17.7 | 13 |
| Powys | 11.1 | 2 | Wales | 17.8 | - |
| Ceredigion | 11.1 | 3 | Denbighshire | 18.1 | 14 |
| Gwynedd | 12.4 | 4 | Newport | 18.6 | 15 |
| Vale of Glam | 12.8 | 5 | Swansea | 19.4 | 16 |
| Flintshire | 13.8 | 6 | Merthyr | 20.9 | 17 |
| Anglesey | 15.9 | 7 | Caerphilly | 21.0 | 18 |
| Carmarthenshire | 16.3 | 8 | RCT | 21.3 | 19 |
| Conwy | 16.8 | 9 | Cardiff | 21.6 | 20 |
| Wrexham | 16.9 | 10 | NPT | 22.6 | 21 |
| Pembs | 17.2 | 11 | Blaenau Gwent | 22.8 | 22 |
| Torfaen | 17.5 | 12 | | | |

g) Additional Learning Needs

A child has special needs if he or she has learning difficulties which requires special educational provision to be made for him or her. A learning difficulty means that the child has significantly greater difficulty in learning than most children of the same age or that the child has a disability that needs different educational facilities from those that the school generally provides for children.

i. Pupils with statements - Pupils for whom the Authority maintains a statement of special educational needs under Part iv of the Education Act 1996.

ii. School Action - When a teacher identifies that a pupil has special educational needs they provide interventions that are additional to or different from those provided as part of the school's usual curriculum.

iii. School Action Plus - When the teacher and Special Educational Needs Co-ordinator are provided with advice or support from outside specialists, so that alternative interventions additional or different to those provided for the pupil through 'School Action' can be put in place. The Special Educational Needs Co-ordinator usually takes the lead although day-to-day provision continues to be the responsibility of class or subject teacher.

Table 13: Pupils with special educational needs (SEN) in maintained schools by type of SEN provision and local authority, January 2017

| | School Action | | | School Action Plus | | | Statement | | | Total | | |
|-----------------------|------------------|--------------------------|--------------------------|--------------------|--------------------------|--------------------------|------------------|--------------------------|--------------------------|------------------|--------------------------|--------------------------|
| | Number of pupils | Percentage Incidence (a) | Percentage Placement (b) | Number of pupils | Percentage Incidence (a) | Percentage Placement (b) | Number of pupils | Percentage Incidence (a) | Percentage Placement (b) | Number of pupils | Percentage Incidence (a) | Percentage Placement (b) |
| Isle of Anglesey | 1,134 | 0.2 | 1.9 | 878 | 0.2 | 2.6 | 304 | 0.1 | 2.4 | 2,316 | 0.5 | 2.2 |
| Gwynedd | 1,585 | 0.3 | 2.7 | 1,733 | 0.4 | 5.1 | 517 | 0.1 | 4.1 | 3,835 | 0.8 | 3.6 |
| Conwy | 1,501 | 0.3 | 2.5 | 1,773 | 0.4 | 5.3 | 317 | 0.1 | 2.5 | 3,591 | 0.8 | 3.4 |
| Denbighshire | 1,678 | 0.4 | 2.8 | 1,794 | 0.4 | 5.3 | 377 | 0.1 | 3.0 | 3,849 | 0.8 | 3.6 |
| Flintshire | 2,945 | 0.6 | 5.0 | 1,270 | 0.3 | 3.8 | 537 | 0.1 | 4.3 | 4,752 | 1.0 | 4.5 |
| Wrexham | 2,119 | 0.5 | 3.6 | 1,123 | 0.2 | 3.3 | 577 | 0.1 | 4.6 | 3,819 | 0.8 | 3.6 |
| Powys | 1,912 | 0.4 | 3.2 | 1,146 | 0.2 | 3.4 | 421 | 0.1 | 3.3 | 3,479 | 0.7 | 3.3 |
| Ceredigion | 2,042 | 0.4 | 3.4 | 579 | 0.1 | 1.7 | 144 | - | 1.1 | 2,765 | 0.6 | 2.6 |
| Pembrokeshire | 2,910 | 0.6 | 4.9 | 1,291 | 0.3 | 3.8 | 389 | 0.1 | 3.1 | 4,590 | 1.0 | 4.3 |
| Camarthenshire | 4,380 | 0.9 | 7.4 | 2,520 | 0.5 | 7.5 | 865 | 0.2 | 6.9 | 7,765 | 1.7 | 7.4 |
| Swansea | 5,485 | 1.2 | 9.3 | 2,284 | 0.5 | 6.8 | 1,453 | 0.3 | 11.5 | 9,222 | 2.0 | 8.7 |
| Neath Port Talbot | 3,037 | 0.7 | 5.1 | 1,586 | 0.3 | 4.7 | 795 | 0.2 | 6.3 | 5,418 | 1.2 | 5.1 |
| Bridgend | 2,941 | 0.6 | 5.0 | 1,255 | 0.3 | 3.7 | 374 | 0.1 | 3.0 | 4,570 | 1.0 | 4.3 |
| The Vale of Glamorgan | 2,223 | 0.5 | 3.8 | 1,150 | 0.2 | 3.4 | 378 | 0.1 | 3.0 | 3,751 | 0.8 | 3.6 |
| Rhondda Cynon Taf | 6,372 | 1.4 | 10.8 | 2,466 | 0.5 | 7.3 | 931 | 0.2 | 7.4 | 9,769 | 2.1 | 9.3 |
| Merthyr Tydfil | 1,482 | 0.3 | 2.5 | 872 | 0.2 | 2.6 | 224 | - | 1.8 | 2,578 | 0.6 | 2.4 |
| Caerphilly | 3,052 | 0.7 | 5.1 | 2,132 | 0.5 | 6.3 | 700 | 0.2 | 5.6 | 5,884 | 1.3 | 5.6 |
| Blaenau Gwent | 853 | 0.2 | 1.4 | 786 | 0.2 | 2.3 | 264 | 0.1 | 2.1 | 1,903 | 0.4 | 1.8 |
| Torfaen | 1,515 | 0.3 | 2.6 | 1,412 | 0.3 | 4.2 | 213 | - | 1.7 | 3,140 | 0.7 | 3.0 |
| Monmouthshire | 1,004 | 0.2 | 1.7 | 747 | 0.2 | 2.2 | 273 | 0.1 | 2.2 | 2,024 | 0.4 | 1.9 |
| Newport | 2,504 | 0.5 | 4.2 | 1,844 | 0.4 | 5.5 | 910 | 0.2 | 7.2 | 5,258 | 1.1 | 5.0 |
| Cardiff | 6,590 | 1.4 | 11.1 | 3,070 | 0.7 | 9.1 | 1,639 | 0.4 | 13.0 | 11,299 | 2.4 | 10.7 |
| Total | 59,264 | 12.7 | 100.0 | 33,711 | 7.2 | 100.0 | 12,602 | 2.7 | 100.0 | 105,577 | 22.6 | 100.0 |

Source: School Census

(a) Incidence - the number of pupils expressed as a proportion of the total number of pupils on roll in maintained schools.

(b) Placement - the number of pupils expressed as a proportion of the total number of pupils within each SEN grouping in maintained schools.

e.g. Number of pupils with a statement of SEN divided by the total number of pupils with a statement of SEN in maintained schools.



Key points for consideration:

- There were 105,577 pupils with special educational needs in maintained schools (22.6 per cent of all pupils).
- 11.9 per cent of the pupils with special educational needs have Statements of SEN.
- There were 136,995 reports of SEN type made – an average of 1.3 per pupil with SEN.
- The most common type of need reported was ‘General Learning Difficulties’, representing 34.3 per cent of pupils with some form of SEN.
- The most common type of need reported for pupils with Statements of SEN was ‘Speech, Language & Communication Difficulties’, representing 31.8 per cent of pupils with Statements of SEN.

h) Financial reserves (March 2017)

Table 6 - Proportion of all schools across each local authority with reserves as a percentage of delegated schools expenditure

| | <i>per cent</i> | | | |
|-------------------|-----------------|--------------|--------------------|----------|
| | Negative | Less than 5% | Between 5% and 10% | Over 10% |
| Isle of Anglesey | 9 | 38 | 30 | 23 |
| Gwynedd | 16 | 48 | 23 | 14 |
| Conwy | 6 | 55 | 31 | 8 |
| Denbighshire | 46 | 34 | 13 | 7 |
| Flintshire | 13 | 59 | 21 | 7 |
| Wrexham | 10 | 80 | 10 | 0 |
| Powys | 36 | 28 | 20 | 16 |
| Ceredigion | 7 | 27 | 36 | 29 |
| Pembrokeshire | 15 | 54 | 18 | 13 |
| Carmarthenshire | 32 | 44 | 13 | 10 |
| Swansea | 3 | 42 | 37 | 18 |
| Neath Port Talbot | 19 | 46 | 19 | 15 |
| Bridgend | 29 | 64 | 7 | 0 |
| Vale of Glamorgan | 7 | 67 | 18 | 9 |
| Cardiff | 10 | 65 | 20 | 4 |
| Rhondda Cynon Taf | 18 | 54 | 22 | 6 |
| Merthyr Tydfil | 4 | 79 | 14 | 4 |
| Caerphilly | 25 | 47 | 26 | 1 |
| Blaenau Gwent | 34 | 41 | 21 | 3 |
| Torfaen | 9 | 68 | 21 | 3 |
| Monmouthshire | 33 | 36 | 25 | 6 |
| Newport | 5 | 50 | 36 | 9 |
| Wales | 18 | 51 | 22 | 10 |
| Lowest | 3 | 27 | 7 | 0 |
| Highest | 46 | 80 | 37 | 29 |

Source: Section 52 Outturn forms



Key points for consideration:

- Table 6 shows the proportion of schools whose level of reserves is negative (i.e. a deficit), under 5%, between 5% and 10% or greater than 10% of their delegated schools expenditure.
- Denbighshire had the highest proportion of schools with negative reserves (46%),
- Swansea had lowest proportion of schools with negative reserves(3%).
- Ceredigion had the highest proportion of schools (29%) with reserves of over 10%.
- Carmarthenshire had -
 - i) 32% of its schools in a deficit position
 - j) 44% with less than 5% reserves
 - k) 13% with reserves between 5% and 10%
 - l) 10% with a reserve over 10% (matching the Wales average)

i) NEETS (not in education, employment or training)

Table 5: Year 11 Leavers from schools in Wales known to be not in education, employment or training by local authority

| | <i>Per cent</i> | | | | |
|-----------------------|-----------------|------|------|------|------|
| | 2012 | 2013 | 2014 | 2015 | 2016 |
| Wales | 4.2 | 3.7 | 3.1 | 2.8 | 2.0 |
| Isle of Anglesey | 2.4 | 3.7 | 1.7 | 2.2 | 2.3 |
| Gwynedd | 3.0 | 2.4 | 1.7 | 1.8 | 1.1 |
| Conwy | 3.4 | 3.6 | 1.8 | 2.4 | 1.7 |
| Denbighshire | 2.9 | 4.1 | 2.1 | 3.1 | 1.9 |
| Flintshire | 2.3 | 3.6 | 1.3 | 1.3 | 1.7 |
| Wrexham | 3.2 | 3.2 | 1.8 | 1.7 | 1.4 |
| Powys | 2.2 | 2.7 | 2.3 | 2.0 | 1.9 |
| Ceredigion | 2.3 | 1.3 | 1.8 | 1.4 | 1.0 |
| Pembrokeshire | 3.1 | 3.4 | 3.2 | 3.8 | 2.7 |
| Carmarthenshire | 4.3 | 3.0 | 3.4 | 3.5 | 2.1 |
| Swansea | 3.2 | 3.9 | 3.5 | 2.7 | 2.1 |
| Neath Port Talbot | 3.1 | 4.4 | 3.8 | 3.6 | 3.6 |
| Bridgend | 6.4 | 3.7 | 3.6 | 3.2 | 1.5 |
| The Vale of Glamorgan | 3.9 | 3.8 | 2.8 | 1.7 | 1.6 |
| Cardiff | 6.7 | 4.9 | 4.3 | 4.5 | 3.0 |
| Rhondda Cynon Taf | 4.5 | 4.1 | 3.9 | 3.7 | 1.0 |
| Merthyr Tydfil | 6.2 | 1.9 | 2.6 | 1.6 | 1.0 |
| Caerphilly | 5.9 | 4.4 | 3.5 | 2.1 | 1.9 |
| Blaenau Gwent | 4.2 | 4.6 | 3.4 | 2.4 | 2.5 |
| Torfaen | 5.5 | 2.5 | 2.2 | 1.9 | 2.0 |
| Monmouthshire | 3.8 | 2.8 | 1.7 | 1.9 | 2.0 |
| Newport | 4.9 | 4.9 | 4.7 | 3.1 | 1.7 |



Key points for consideration:

- Carmarthenshire has continued to improve its percentage of 'NEETS' over five years
- Neath Port Talbot recorded the highest level (3.6%) with Ceredigion, Rhondda Cynon Taf and Merthyr Tydfil recording the lowest rates at 1.0%

3. School Federation Footprint

| Schools / Pupils | Formal Federation | Pending Formal | Informal Federation | Sector |
|--|-------------------|-----------------|---------------------|-----------|
| 1. Carwe (41) Gwynfryn (63) Ponthenri (68) | √ | | | Primary |
| 2. Cross Hands (149) Drefach (46) | √ | | | Primary |
| 3. Bryngwyn (1022) Glanymor (464) | √ | | | Secondary |
| 4. Cynwyl Elfed (74) Llanpumsaint (32) Abernant (22) | | √ (Abernant) | | Primary |
| 5. Tymbl (125) Llechyfedach (145) | √ | | | Primary |
| 6. Beca (62) Llys Hywel (137) | | | √ | Primary |
| 7. Trimsaran (177) Mynyddygarreg (32) | | | √ | Primary |
| 8. Llansteffan (33) Llangain (34) Bancyfelin (45) | | | √ | Primary |
| 9. Five Roads (100) Pontiets (54) | | | √ | Primary |
| 10. Gorslas (137) Cefneithin (79) | | | √ | Primary |
| 11. Llanybydder (77) Llanllwni (37) | | | √ | Primary |
| 12. Swiss Valley (245) Dafen (166) | | | √ | Primary |
| 13. Llanmilo (33) Tremoilet (41) | | | √ | Primary |



Key points for consideration:

- Carmarthenshire has proud track record for achieving effective and successful federations both ‘informally’ and ‘formally’
- Local communities speak highly of the beneficial impact of this work
- Successful federation activity requires high quality leadership and detailed planning
- Effective federation is not limited to the ‘small schools’ agenda alone
- We are the first Local Authority in Wales to have created an effective Secondary School Federation model

4. Acting-Headteacher Footprint

| Phase | School | Current Leadership Arrangements | Total |
|---------|----------------------|---------------------------------|-------|
| Primary | BANCFOSFELEN | Pending Executive HT (0.2) | 1 |
| Primary | FERRYSIDE | Acting HT (Full) | 2 |
| Primary | HAFODWENOG | Acting HT (0.6) | 3 |
| Primary | LLANEDI | Acting DHT (Full) | 4 |
| Primary | MAESYBONT | Acting HT (0.2) | 5 |
| Primary | MEIDRIM | Acting HT (0.4) | 6 |
| Primary | TALYLLYCHAU | Acting HT (0.2) | 7 |
| Primary | YSGOL Y FRO | Acting HT (0.2) | 8 |
| Primary | St MARY'S, CARM | Acting HT (Full) | 9 |
| Primary | YSGOL RHYS PRICHARD* | Acting HT (Full) | 10 |
| Primary | LLANGADOG* | Acting HT (0.4) | 11 |
| Primary | TYCROES* | Acting HT (Full) | 12 |

*these schools are either currently in or pending the process of recruiting a full-time permanent Headteacher



Key points for consideration:

- The majority of Acting HTs / Leadership arrangements are implemented on a 'short-term basis' e.g. 0.2 provides ONE DAY of 'leadership service'
- Some of these schools have presented high levels of challenge to attract and secure acting Headteachers / interim leadership arrangements
- Some schools are experiencing very low pupil numbers e.g. Maesybont = 18 (forecasting 15 in September 2018)

