

Cynllun Cyflawni Rhanbarthol 2024-2025 (Drafft - Rhagfyr 2023)

Divisional Delivery Plan 2024-2025 (Draft - December 2023)

Strategy & Learner Support Strategaeth a Chefnogaeth Ddysgwyr



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Cyngor Sir Gâr
Carmarthenshire
County Council



INTRODUCTION



Purpose of this Plan

This Divisional Delivery Plan sets the strategic actions and measures that the services within this Division will take forward in order for the Council to make progress against its Well-being Objectives, thematic priorities and service priorities. Action and measures for the delivery of the Cabinet Vision Statement Commitments are also included.

The plan also notes the support required by the divisional services from the Core Business Enablers in order to make progress against their own actions or actions and measures to be delivered by those Business Enabler services in their own right.

The actions and measures should set the direction of travel and translate into individual staff objectives targets. It provides an open and transparent way of showing staff, customers, elected members, and stakeholders what is to be achieved and how we plan to do this.

Cabinet Member

Cabinet Member Portfolios relevant to Division:

Councillor Glynog Davies, Cabinet Member with Responsibility for Education, Young People and the Welsh Language

- Welsh in Education Strategic Plan and Forum
- Youth Support Service
- Education data and systems
- Development of the Welsh Language / Standards reporting
- Estyn (elements relating to Departmental self-evaluation)
- Education and Wellbeing Team
- Young People Not in Education, Employment & Training (NEETS)
- Post 16 Education & Funding and Regional Learning and Skills Partnership



Cllr Jane Tremlett – Cabinet Member for Health & Social Services:

- Youth Justice



Director's Foreword

As we start a new business year, I would like to thank all staff for their continued commitment to ensuring that our children, young people and learners of all ages are happy, safe, and thriving, and fulfilling their personal, social and learning potential.

We continue to strive to make sure that every child and young person is valued and valued equally and to deliver our ambitious priorities.

As Director, I'm proud of what we've achieved as a service over the last year; we have worked as a team, focused on and listened to our children and young people, strived for excellence and acted with integrity- we put Carmarthenshire's core values into practice.

This was evidenced by the various inspections undertaken of our services during 2023/24. Estyn's Inspection of our Local Authority Education services noted- *'Carmarthenshire's education services are led robustly by senior leaders and elected members, who share a clear vision for education within the authority. This is supported by an open and positive culture and self-evaluation and improvement planning processes that are rigorous, on the whole. Through this, leaders have a positive effect on improving education provision and learners' outcomes in most of their areas of responsibility and are able to set a clear direction for further improvement in the future...'*

As one Education and Children's Services team we have worked effectively to ensure that our children and young people were successfully supported to access their education and all the services they required. I've been impressed by the innovation, perseverance and enthusiasm shown by staff across all divisions and schools to work through challenges and problem-solve together to make sure key services were available to our children, young people and their families.

However, it is important to acknowledge that as a Department and County Council we are facing significant financial challenges. The demands on our services are at the highest they've been for many years and the financial position is extremely difficult. However, we will continue to do our best, to provide the best services possible to support our children and young people.

As an Education and Children's Services Department we're a learning organisation continually looking at how we can further develop, address issues and improve. Therefore, the main priorities of the Department for the immediate future are encapsulated in the following 8 high-level statements-



Cynhwysiant ac Ymgysylltu Inclusion and Engagement	Addysgu a Dysgu Teaching and Learning	Diogelu Plant Safeguarding Children	Lles Wellbeing
Sicrhau system addysg ragweithiol, gynhwysol. Ensure a proactive, inclusive education system.	Sicrhau cynnydd ardderchog i bob dysgwr. Ensure excellent progress for all learners.	Sicrhau bod pob plentyn a pherson ifanc yn hapus, yn ddiogel ac yn ffynnu, gan ooesgyn tlodi. Ensure all children and young people are happy, safe and thrive, overcoming poverty.	Meithrin iechyd meddwl a chorfforol da iawn i bawb. Foster very good mental and physical health for all.
Arweinyddiaeth Leadership	Cymunedau Cynaliadwy Sustainable Communities	Y Gymraeg The Welsh	Strategaeth Adrannol Departmental Strategy
Sicrhau bod arweinyddiaeth ysbrydoledig yn arwain at gynnydd rhagorol i bob dysgwr. Ensure that aspirational leadership leads to excellent progress for all learners.	Cyflwyno safonau uchel o addysg mewn amgylcheddau cymunedol cynyddol fodern a chynaliadwy. Deliver high standards of education in increasingly modern and sustainable community focussed environments.	Sicrhau datblygiad dwyieithog ac amlieithog llwyddiannus i bawb . Ensure successful bilingual and multilingual development for all.	Darparu gwasanaethau cymorth o ansawdd uchel sy'n effeithio ar effeithlonrwydd y system addysg. Provide high quality support services that impact on the efficiency of the education system.

Each Division has their own detailed Business Plan and document the actions relevant to their respective sections.

Gareth Morgans

Gareth Morgans; Director of Education and Children's Services

Divisional Overview

Introduction by Head of Service

The last few years have been like no other. I'm immensely proud of how the division's component service areas have managed the aftermath of the Pandemic – which, combined with severe budgetary challenges, continues to demand leadership, integrity, managerial aptitude, and a one team approach.



The Strategy and Learner Support Division incorporates a wide array of services. We lead on the strategic direction of the service and have been active in developing our Departmental Ten-year plan and in coordinating the incorporation of corporate priorities to our business planning processes. Self-evaluation has strengthened, and this exercise also provides us with a sound basis for our forward planning. We strive to ensure a golden thread through all our policies and actions, as guided by our vision and moral purpose. Our actions from day to day are largely governed by expediting 8 priorities which are driven forward by our Strategic Focus Groups. Post Estyn inspection, we are now further refining our self-evaluation process to align more closely with corporate requirements.

Our division incorporates a valuable Business Support function which works to ensure the effective integration of professional and systems management roles and responsibilities across all education services. Information management is also evolving with an increasing focus on data protection. Systems and staffing structures are being refined constantly so that data can inform and drive our practice and that we can provide an improved offer to our clients and service users. Data analysis has improved markedly, with a purposeful new role created in our team structure.

Accentuated by societal factors, attention to wellbeing remains firmly in our focus and is a key component of our ongoing service delivery, where equity, inclusivity and excellence go hand in hand in all areas of service provision. Students' and young peoples' engagement with life and learning is multi-faceted, so that every child can have the best possible predisposition to learn and thrive.

A comprehensive offer of Youth and Youth Justice support is offered, which also sustains and bolsters young peoples' opportunities and life chances, so that we can nurture active and truly global citizens, who contribute actively to their bilingual communities in Carmarthenshire. The four pillars of service provision cover the 8-25 age range and offers open access and targeted provision and support throughout the county, whilst also encapsulating young peoples' participation. The service is strongly recognised by external evaluations, having received the Gold Quality Mark Award and a highly laudable HMIP inspection.

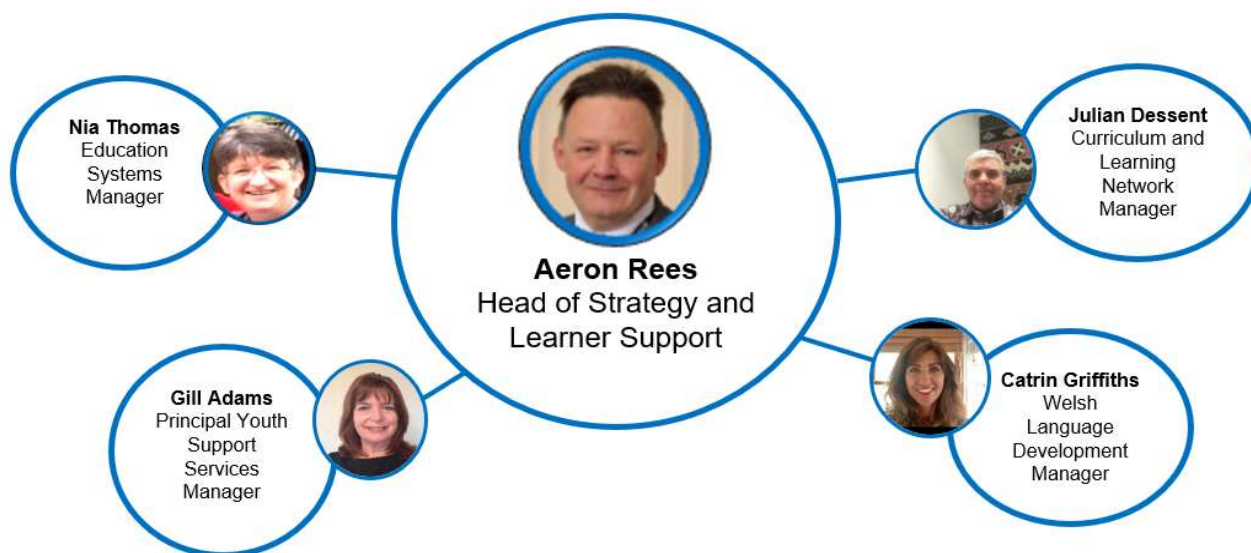
The Welsh in Education Strategic Plan is being implemented proactively as we support every school to move along the language continuum, supported by the new school linguistic categorisation system. This service is also supported by The Tîm Athrawon Gwella'r Gymraeg, who are primarily based in our language centres and provide vital and ground-breaking support to innate learners and those who are at the very onset of their bilingual journey.

The Post 16 landscape is evolving, and our review of provision and governance has yielded important conclusions and recommendations. We promote rich formal, non-formal and informal learning opportunities and experiences in our school, youth and special settings. Our aim is to work with Head teachers and key stakeholders in ensuring the holistic development of young people as happy, healthy, well-rounded individuals. We wish our young people to be both well qualified and well educated, being offered valuable and lasting experiences through a vibrant, broad and balanced local curriculum, framed within the national context. Learners' employability is paramount, tying in closely the post 16 curriculum with evolving requirements of the global, regional and local economies. This is becoming operationalised via the outcomes of the post 16 review, a Careers and Work-related learning offer predicated upon providing immersive, real-life problem-solving activity for our learners.

New insights have been gained in 2023/24 and we are building provision better and stronger for the future, secure in the view that the very best of our work can be considered at the cusp of lead professional practice.

J. Aeron Rees, Head of Strategy and Learner Support 15.12.23

Divisional Structure



DIVISIONAL PROFILE OF SERVICES BY SERVICE AREA

Strategy and Learner Support Division forms part of the Department for Education and Children.

The division has approximately 130 staff including Social Workers in the Youth Service and Teachers in the Welsh for adults team.

Budget to be confirmed following the consultation process, awaiting final documentation.

Key Responsibilities:

Youth Support Services
Participation and Children's Rights
Strategy and Business plan coordination
Education Systems Management and Design
School MIS
14-19 Learning Pathways and post-16 learning
Young People Not in Education, Employment & Training (NEETS)
Welsh Medium Education
Welsh for Adults
Welsh in the Department

Learning Transformation Service – Julian Dessent, Learning Network Development Manager

3-19 Curriculum Reform Business Unit

The curriculum reform agenda as applicable for Carmarthenshire, within the national and regional context
Local Curriculum, including partnership work with the Regional Consortia

The **Learning Transformation Service** includes:

11-19 learning partnership developments and 14-19 Learning Pathways in Carmarthenshire and regional links to the Partneriaeth 14-19 Group

the Partneriaeth 14-19 Group

Development of hybrid learning to support learning pathways including development of collaboration between schools and other stakeholders.

The development of learning pathways, careers education and work-related learning linked to the local economy and Regional Learning and Skills Partnership including the Swansea Bay City Region priorities.

Community focussed Schools

Welsh in Education Services – Catrin Griffiths, Welsh Language Development Manager

The **Welsh in Education Service** includes:

Welsh in Education Strategic Plan implementation

School Linguistic Categorisation implementation

Welsh for Adults

Athrawon Gwella'r Gymraeg a Dwyieithrwydd (Tim Athrawon Datblygu'r Gymraeg)

Canolfannau Iaith

Youth Support Service – Gill Adams, Principal Youth Support Services Manager

The Carmarthenshire **Youth Support Service** brings together the Youth Service and the Youth Justice Team under a single integrated management structure enabling the development of a more holistic approach to youth support services. The service retains the statutory functions of the Youth Justice Team; promotes the ethos of working together to deliver targeted support and retains elements of direct universal youth work provision.

Within its wide-ranging responsibilities, the Service undertakes strategic work to reduce the number of young people who become NEET in county and is responsible for the delivery of Welsh Government Youth Engagement and Progression Framework.

Services to children, young people and young adults are delivered by:

Universal Support Team - including Participation & Children's Rights (11-25)

Targeted Youth Support (10-18 years)

Targeted Youth Support Team (16-25 years)

Youth Justice Team (10 -17)

Education Systems – Nia Thomas, Education Systems Manager

Education Systems:

The primary purpose of the Education Systems team is to provide effective integration of professional and systems management roles and responsibilities across all education services.

More specifically, the team undertakes the following key activities across all education functions of the local authority:

Service co-ordination, operation and support

Staff deployment and logistics

Business support for specialist services

Strategic and performance planning

Grants management and support

Co-ordination and liaison between local authority and regional functions associated with school improvement

Creditors and debtors processes, particularly those associated with school meals

Free School Meals applications

Departmental Management Team support

Catering Service support

Mail handling, reception & meeting room management (St. David's Park, Carmarthen)

Front of house (Neuadd y Gwendraeth, Drefach)

School Essentials Grant management

Co-ordination of Departmental and School communications

Co-ordination of Departmental and School communications

Educational Data Systems – design and analysis

School MIS:

- School Management Information Systems (MIS) support, training & development
- Statutory school data returns, e.g. PLASC (Pupil Level Annual School Census), attendance & National Data Collection
- School data management and information requests

National Drivers/expectations for service area (strategy & policy)

[Welsh Government - Successful Futures - Independent Review of Curriculum and Assessment Arrangements in Wales](#)

[Curriculum For Wales](#)

[Welsh Government: Education in Wales: Our National Mission Action Plan 2017-21](#)

[Welsh Government - Building a Brighter Future: The Early Years and Childcare Plan](#)

[Welsh Government - Keeping Learners Safe - The role of Local Authorities, Governing Bodies and proprietors of independent schools under the Education Act 2002](#)

[Welsh Government - Information Management Strategy](#)

[Welsh Government - National Literacy and Numeracy Framework \(LNF\)](#)

[Welsh Government - National Model for Regional Working Framework](#)

[Welsh Government - All Wales Attendance Framework](#)

[Welsh Government - The National Youth Work Strategy for Wales 2014-2018](#)

[Welsh Government - Delivering the Youth Guarantee in Wales](#)

[Welsh Government - Youth Engagement and Progression Framework Implementation Plan](#)

[Welsh Government - The School Organisation Code](#)

[Welsh Government – 21st Century Schools Programme](#)

[Welsh Government - Framework on embedding a whole-school approach to emotional and mental well-being](#)
[The forthcoming Equity Wellbeing Strategy will be a key strategic driver for Well-being as the year progresses.](#)

[Additional Learning Needs \(ALN\) Reform](#)

[Crime and Disorder Act 1998](#)

[Learning & Skills Act 2000](#)

[Tertiary Education and Research \(Wales\) Bill](#)

[Million Speakers](#)

[School Standards and Organisation \(Wales\) Act 2013](#)

Regulatory Recommendations

The Education and Children's Services Department was inspected by Estyn in July 2023. The report was very positive and constructive and identified a wide range of strengths and effective practice and minor aspects to improve. The Recommendations of the report were:

- R1 Improve pupils' attendance in the authority's schools
- R2 Strengthen school improvement processes, particularly for secondary schools
- R3 Refine approaches to self-evaluation and improvement planning

An action plan for each recommendation has been established but to avoid duplication with existing actions, only those pertinent to each of the four divisions appear in individual Divisional Delivery Plans. Amalgamated reports will be produced where applicable.

Divisional Specific Strategies and Policies

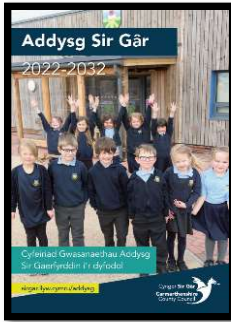
Welsh in Education Strategic Plan (WESP) - A new 10 Year WESP commenced on 1st September 2022.

Youth Justice Plan

Post 16 Review (Plan and Recommendations)

(hyper-link's to be added when published on Corporate Website).

10 Year Departmental Strategy and our Purpose Pieces



[Departmental Strategy](#) / [Strategaeth Adrannol](#)

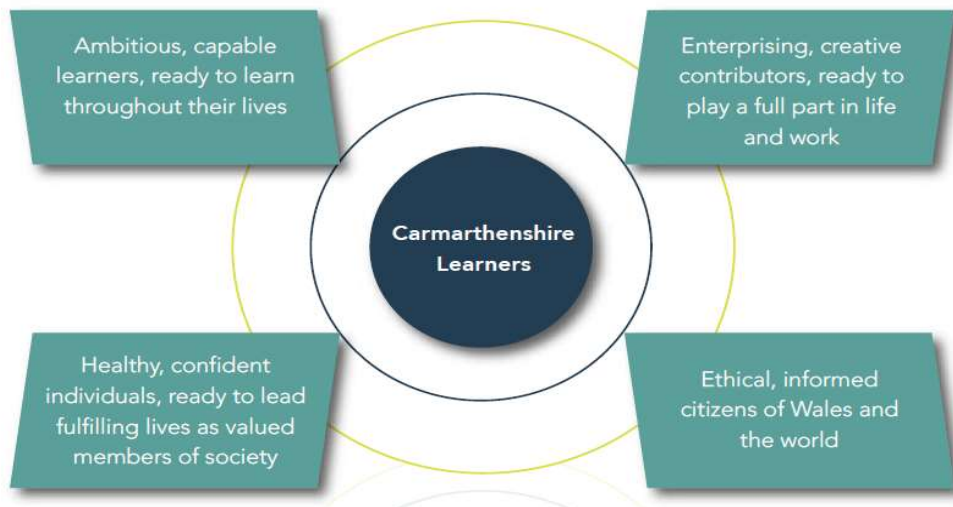
The Department has produced a draft 10 Year Strategy, **The future direction of Education Services in Carmarthenshire 2022 – 2032**, which includes our **Purpose Pieces** (High-Level Priorities). As a Department we have clear priorities focused around 4 key themes, tied into **Wales: Our National Mission**:



Vision to 2032

We will support all Carmarthenshire learners. We will ensure that they are happy, safe, are thriving, and are fulfilling their personal, social and learning potential. We will strive to become the best we can be and be highly regarded locally, whilst also earning national and international recognition.

We will achieve our desired outcomes by realising our Purpose Pieces and the ideals of the new Curriculum for Wales:





Strategic Focus Groups

The Carmarthenshire County Council Education and Children's Services Department's Strategic Progress is to be operationally and strategically steered through a series of collaborative 'Focus Groups', aligning to the department's business plan.

The aim and purpose of these Strategic Focus groups is to ensure that:

Our vision to 2032 is promoted, *'that children and young people are happy, safe and thriving, fulfilling their personal, social and learning potential'*.

We fulfil our moral purpose, that:

'Every child and young person is valued and valued equally'.

We are responsive to the changing needs of our children and young people and to the professionals who provide their care, support and education.

Our strategies are co-constructed, delivered and evaluated across the department, linking to the Corporate and Departmental aims and vision.

Schools, settings and services are provided with good quality, effective support and professional development in line with their children and young person's needs.

We collegiately monitor and evaluate the impact of our service strategies, informing future focus areas.

We improve the interface between services and schools, promote engagement and understand what schools want

There will be one focus group to encompass each of our eight Departmental priority areas (this Division has a lead role in highlighted groups):

Focus Group	Priority Area	Chair (HOS)
SFG 1. Inclusion and Engagement	Ensure a proactive, inclusive education system,	Aneirin Thomas
SFG 2. Teaching and Learning	Ensure excellent progress for all learners	Elin Forsyth
SFG 3. Safeguarding Children	Ensure all children and young people are happy, safe and thrive, overcoming poverty	Jan Coles
SFG 4. Wellbeing	Foster very good mental and physical health for all	Aeron Rees
SFG 5. Leadership	Ensure that aspirational Leadership leads to excellent progress for all learners	Elin Forsyth
SFG 6. Sustainable Communities	Deliver high standards of bilingual education in increasingly modern and sustainable community focussed environments	Simon Davies
SFG 7. <u>Y Gymraeg</u>	Ensure successful bilingual & multilingual development for all	Aeron Rees
SFG 8. Departmental Operations	Provide high quality support services that impact on the efficiency of the education system	Nia Thomas

Note: These groups to work independently or together depending on the nature of the research and developmental work to be undertaken.

There may be sub-groups that sit alongside this tier within different divisions e.g within Teaching and Learning there are sub-groups providing and evaluating support for Literacy, Numeracy and digital.

KEY TO COLOUR CODES USED IN DELIVERY PLAN

A. CURRENT 2023/24 ACTIONS (CORPORATE STRATEGY AND BUSINESS PLAN)

B. CURRENT 2023/24 MEASURES

C. REGULATORY RECOMMENDATIONS (FROM 2022 ONWARDS)

D. CORPORATE ANNUAL SELF-ASSESSMENT 2022/23

E. SERVICE ANNUAL SELF-ASSESSMENT 2022/23

F. NET ZERO CARBON ACTION PLAN ACTIONS

G. RURAL ACTION PLAN ACTIONS

H. POVERTY ACTION PLAN ACTIONS

I. CONSULTATION ACTION PLAN RESPONSE ACTIONS

DIVISIONAL DELIVERY PLAN 2024/2025

PIMS Ref	Action/Measure Description	Senior Manager A/M Owner	Responsible Officer	Corporate Strategy or Business Plan	Cabinet Vision Number	Action Start Date	Action Target End Date
WELL-BEING OBJECTIVE 1							
WBO1a - Thematic Priority: Healthy Lives – prevention/early intervention							
16384	We will ensure delivery against the Youth Justice Plan priorities.		Gill Adams	CS		01/04/2024	31/03/2025
16611	Continue to work on wellbeing of all staff and pupils		Aeron Rees	BP		01/04/2024	31/03/2025
16612	Further develop Learner voice and participation - being taken seriously in school;		Sarah Powell	BP		01/04/2024	31/03/2025
WBO1b - Service Priority: Early years							
<i>Comment: all Services work collaboratively across a range of Priorities, however there are no direct Actions for Divisional Services under this heading at this time.</i>							
WBO1c - Service Priority: Education							
16275	In line with the Welsh Government’s programme, increase the availability of bilingual and Welsh medium education in our schools, following thorough consultation with parents, school governing bodies, learners, and the local community. (CV10)		Catrin Griffiths	CS	10	01/04/2024	31/03/2025
16385	We will work with partners to develop further opportunities for vocational and employment learning pathways where applicable within the County.		Julian Dessent	CS		01/04/2024	31/03/2025
16386	Undertake a comprehensive review of post 16 provision including all stakeholders in order to achieve a learner centered provision in line with the Curriculum for Wales (CFW).		Julian Dessent	CS		01/04/2024	31/03/2025
16387	We will continue to use the Youth Engagement and Progression Framework as a means of effectively engaging those children and young people that are NEET/at risk of NEET.		Gill Adams	CS		01/04/2024	31/03/2025
16613	We will address the relevant recommendations of the Estyn Thematic Report – Support for learners’ mental health and emotional wellbeing.		Aeron Rees	BP		01/04/2024	31/03/2025
16614	We will address the relevant recommendations of the Estyn Thematic Report – “We don’t tell our teachers” Experiences of peer-on-peer sexual harassment among secondary school pupils in Wales.		Aeron Rees	BP		01/04/2024	31/03/2025
16615	We will address the relevant recommendations of the Estyn Thematic Report – Welsh Immersion Education - Strategies and approaches to support 3 to 11-year-old learners		Catrin Griffiths	BP		01/04/2024	31/03/2025
16616	We will address the relevant recommendations of the Estyn Thematic Report – A level Welsh First Language.		Julian Dessent	BP		01/04/2024	31/03/2025
16617	We will address the relevant recommendations of the Estyn Thematic Report – Business and social studies subjects at A level.		Julian Dessent	BP		01/04/2024	31/03/2025
16618	We will address the relevant recommendations of the Estyn Thematic Report – Post-16 partnerships.		Julian Dessent	BP		01/04/2024	31/03/2025
16619	We will address the relevant recommendations of the Estyn Thematic Report – How schools and colleges used the RRRS and catch-up grants for post 16 learners.		Julian Dessent	BP		01/04/2024	31/03/2025
17068	We will address the relevant recommendations of the Estyn Thematic Report – A review of the current 16-19 curriculum in Wales		Julian Dessent	BP		01/04/2024	31/03/2025
16620	We will extend Post 16 collaborative working.		Julian Dessent	BP		01/04/2024	31/03/2025
16621	We will continue to extend and develop the Seren More able and Talented Programme to pre-16 learners.		Julian Dessent	BP		01/04/2024	31/03/2025
16622	We will implement and review actions identified in the Youth Support Service Participation and Engagement Action Plan in order to strengthen participative approaches across the Youth Support Service.		Gill Adams	BP		01/04/2024	31/03/2025

DIVISIONAL DELIVERY PLAN 2024/2025

PIMS Ref	Action/Measure Description	Senior Manager A/M Owner	Responsible Officer	Corporate Strategy or Business Plan	Cabinet Vision Number	Action Start Date	Action Target End Date
16623	Develop and implement a Departmental Childrens Rights, Participation and Engagement Plan.		Sarah Powell	BP		01/04/2024	31/03/2025
16624	We will continue to implement the agreed development plan for the School Management System to introduce further Local Authority functions		Luke Howells	BP		01/04/2024	31/03/2025
16625	Investigate the development / implementation of an Education data dashboard across all systems. Developing new analysis, maintaining training and support for staff on a data dashboard will require less resource from the service, while increasing turnaround for staff to access available data without delay.		Luke Howells	BP		01/04/2024	31/03/2025
17078	Further clarify our WESP (Welsh in Education Strategic Plan) strategy to certain audiences and continue with implementation, including the Professional Learning offer.		Catrin Griffiths	BP		01/04/2024	31/03/2025
17079	We will ensure that improvement planning and key strategies address the priorities of the council and schools efficiently		Aeron Rees	BP		01/04/2024	31/03/2025
New 1	CCC should consider the appointment of an Outdoor Education Advisor (OEA) in a "stand alone" role. This would allow sufficient capacity for the training programmes, policy development and monitoring required for CCC to become compliant with the standards contained in OEAP's National Guidance for Employers.		Aeron Rees			01/04/2024	31/03/2025
5.0.2.3	The percentage of 17 year olds who enter a volume equivalent to 2 A Levels and who achieve the Level 3 threshold (2 A levels grade A-E)				6		
5.1.0.2	The percentage of Year 13 Leavers not in education, employment or training (NEETS)				6		
PAM/009	The percentage of Year 11 Leavers not in education, employment or training (NEETS)				6		

WELL-BEING OBJECTIVE 2

WBO2a - Thematic Priority: Tackling Poverty

16626	We will deliver our Toy and Wellbeing Hamper Appeal to those children and families identified to us as requiring some support.		Nia Thomas	BP		01/04/2024	31/03/2025
Poverty Plan	Preventing Poverty - Develop ways of providing support to pupils and wider families through school support staff – will need to be mindful of resources and capacity		Aeron Rees			01/04/2024	31/03/2025
New 2	We will undertake the actions of the Child Poverty Agenda – Sub Plan: Learners, Children and Young People		Aeron Rees				

WBO2b - Service Priority: Housing

Comment: all Services work collaboratively across a range of Priorities, however there are no direct Actions for Divisional Services under this heading at this time.

WBO2c - Service Priority: Social Care

Comment: all Services work collaboratively across a range of Priorities, however there are no direct Actions for Divisional Services under this heading at this time.

WELL-BEING OBJECTIVE 3

WBO3a - Thematic Priority: Economic Recovery and Growth

Comment: all Services work collaboratively across a range of Priorities, however there are no direct Actions for Divisional Services under this heading at this time.

WBO3b - Thematic Priority: Decarbonisation & Nature Emergency

DIVISIONAL DELIVERY PLAN 2024/2025

PIMS Ref	Action/Measure Description	Senior Manager A/M Owner	Responsible Officer	Corporate Strategy or Business Plan	Cabinet Vision Number	Action Start Date	Action Target End Date
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New 3	We will undertake Actions from the ECS Dept. Sustainability Plan.		Aeron Rees			01/04/2024	31/03/2025
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WBO3c - Thematic Priority: Welsh Language & Culture

16388	Encourage and develop more use of Welsh in the ECS department		Aeron Rees	CS		01/04/2024	31/03/2025
16627	We will address the relevant recommendations of the Estyn Thematic Report – Post-16 partnerships.		Julian Dessent	BP		01/04/2024	31/03/2025
16628	We will ensure that children and young people are encouraged to access a range of services through the Welsh Language provided by the Youth Support Service.		Gill Adams	BP		01/04/2024	31/03/2025
MFR-16	That the Council continues with the progress being made in moving all primary and secondary schools along the continuum in terms of increasing Welsh medium provision. MFR-16		Catrin Griffiths			01/04/2024	31/03/2025

WBO3d - Thematic Priority: Community Safety, Resilience and Cohesion

New 4	The Youth Support Service continues to work to tackle anti-social behaviour. Distint PIMS Action wording to be confirmed.		Gill Adams			01/04/2024	31/03/2025
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WBO3e - Service Priority: Leisure & Tourism

Comment: all Services work collaboratively across a range of Priorities, however there are no direct Actions for Divisional Services under this heading at this time.

WBO3f - Service Priority: Waste

Comment: all Services work collaboratively across a range of Priorities, however there are no direct Actions for Divisional Services under this heading at this time.

WBO3g - Service Priority: Highways & Transport

Comment: all Services work collaboratively across a range of Priorities, however there are no direct Actions for Divisional Services under this heading at this time.

WELL-BEING OBJECTIVE 4

WBO4a - Organisational Transformation - Overarching

Comment: all Services work collaboratively across a range of Priorities, however there are no direct Actions for Divisional Services under this heading at this time.

WBO4b - Organisational Transformation - Efficiencies and Value for Money

16629	Further develop internal and external cooperation and communication for Education & Children Services		Nia Thomas	BP		01/04/2024	31/03/2025
16630	Review Education & Children Services departmental business support services in order to meet the demands of new ways of working.		Nia Thomas	BP		01/04/2024	31/03/2025

WBO4c - Organisational Transformation - Income & Commercialisation

Comment: all Services work collaboratively across a range of Priorities, however there are no direct Actions for Divisional Services under this heading at this time.

DIVISIONAL DELIVERY PLAN 2024/2025

PIMS Ref	Action/Measure Description	Senior Manager A/M Owner	Responsible Officer	Corporate Strategy or Business Plan	Cabinet Vision Number	Action Start Date	Action Target End Date
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WBO4d - Organisational Transformation - Workplace

Comment: following the sale of Parc Dewi Sant in Autumn 2023 and using the Better Ways of Working principals, many Departmental staff have been re-located, the majority to Spillman Street. No further changes are anticipated in the near future.

WBO4e - Organisational Transformation - Workforce

See Action 16632 below

WBO4f - Organisational Transformation - Service Design & Improvement

Comment: all Services work collaboratively across a range of Priorities, however there are no direct Actions for Divisional Services under this heading at this time.

WBO4g - Organisational Transformation - Customers & Digital Transformation

Comment: all Services work collaboratively across a range of Priorities, however there are no direct Actions for Divisional Services under this heading at this time.

WBO4h - Organisational Transformation - Decarbonisation and Biodiversity

Comment: all Services work collaboratively across a range of Priorities, however there are no direct Actions for Divisional Services under this heading at this time.

WBO4i - Organisational Transformation - Schools

Comment: all Services work collaboratively across a range of Priorities, however there are no direct Actions for Divisional Services under this heading at this time.

CORE BUSINESS ENABLERS

5a - Information and Communication Technology (ICT)

New 5 ICT support to be sought for the development of Hybrid Learning.

5b - Marketing & Media including customer services

New 6 Marketing and Media campaign to be produced on the effects of social media on young people's wellbeing.

5c - Legal

Non at this time.

5d - Planning

Non at this time.

5e - Finance

Non at this time.

DIVISIONAL DELIVERY PLAN 2024/2025

PIMS Ref	Action/Measure Description	Senior Manager A/M Owner	Responsible Officer	Corporate Strategy or Business Plan	Cabinet Vision Number	Action Start Date	Action Target End Date
5f - Procurement							
<i>Non at this time.</i>							
5g - Internal Audit							
<i>Non at this time.</i>							
5h - People Management							
16631	Address the relevant recommendations of the Estyn Thematic Report - The Value of Youth Work Training		Gill Adams	BP		01/04/2024	31/03/2025
16632	Within Strategy and Learner Support services, we will analyse the current workforce, and then extending that analysis to identify future workforce requirements, skills and competencies which will be needed to deliver new, different, or improved service		Aeron Rees	BP		01/04/2024	31/03/2025
5i - Democratic Services							
<i>Non at this time.</i>							
5j - Policy & Performance							
<i>Non at this time.</i>							
5k - Electoral Services & Civil Registration							
<i>Non at this time.</i>							
5l - Estates & Asset Management							
<i>Non at this time.</i>							
5m - Risk Management							
<i>Please see Risks tab for current Corporate and Department Risks pertaining to this Division and Mitigating Measures.</i>							
New 7	Ensure that Youth Support Services effectively manage their resources and respond to the challenge of reduced funding		Gill Adams			01/04/2024	31/03/2025
New 8	Ensure that Welsh in Education Services effectively manage their resources and respond to the challenge of reduced funding		Catrin Griffiths			01/04/2024	31/03/2025
5n - Business Support							
<i>Non at this time.</i>							

Extract from Department for Education and Children's Services
 pertaining to Strategy and Learner Support Division

Risk (threat to achievement of business objective) (CRR denotes a Corporate Risk, EC denotes Dept. Risk)	Assessment of Uncontrolled Risk (Assume NO controls in place)			Risk Control Measures (Action refs:)	Assessment of Controlled Risk (Assume CURRENT controls in place)		
	Impact	Probability	Risk Rating		Impact	Probability	Risk Rating
Corporate Risk CR20190018 - Delivery of quality Education Service , is divided into Departmental Risks EC100001-6							
EC100004 - Failure to deliver the Welsh in Education Strategic Plan and the recommendations of the Welsh Language Carmarthenshire Report	Significant 3	Likely 4	High 12	16275, 16615, 17078, MFR-16	Significant 3	Possible 3	High 9
EC300005 - Failure to manage the safety of pupils and staff during higher risk school trips, visits and activities to meet the standards laid out in National Guidance issued by Outdoor Education Advisors Panel (OEAP).	Catastrophic 5	Possible 3	High 15	New 1	Catastrophic 5	Unlikely 2	High 10
EC1000015 Failure to ensure that Youth Support Services effectively manage their resources and respond to the challenge of reduced funding, possibly leading to an increase in NEET figures, Anti-social Behaviour, Criminal Justice Entrants, etc	Catastrophic 5	Likely 4	Significant 20	New 7	Catastrophic 5	Likely 4	Significant 20
EC1000016 Failure to ensure that Welsh in Education Services effectively manage their resources and respond to the challenge of reduced funding, leading to a reduction in the Services offered.	Substantial 4	Likely 4	Significant 16	New 8	Substantial 4	Possible 3	High 12