



CITY AND COUNTY OF SWANSEA
DINAS A SIR ABERTAWE

Councillor Fiona Gordon
Convenor Schools Performance
Scrutiny Panel

Please ask for:
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Councillor Jennifer Raynor
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Our Ref / Ein Cyf: JR/SH
Your Ref / Eich Cyf:
Date / Dyddiad: 26 April 2016

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I dderbyn yr wybodaeth hon mewn fformat arall, cysylltwch â'r person uchod.**

Dear Councillor Gordon

Schools Scrutiny Performance Panel – 17 March 2016 – Brynhyfryd Primary School

I refer to the Panel's meeting looking at the outcomes at Brynhyfryd Primary School, a recent amalgamation of the Infants and Junior Schools.

You asked what the Council could do to help the school improve further and/or to remove any potential barriers to improvement. You highlighted five points.

This letter provides you with an update on those points.

1. The calibre of Education Welfare Officers has been varied; at the moment they are very good but more consistency is needed

The Education Welfare Team is subject to the usual capability procedures that apply to all local authority employees. Any issue that gives cause for concern is addressed through the relevant Human Resources policy and procedure. The Principal Education Welfare Officer is vigilant in implementing any procedure that is identified. There have been problems with staff sickness where education welfare colleagues are required to cover absences for colleagues.

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This is because there is no budget to implement a cover system. Some staff changes have been made recently and it is hoped to have improved consistency for all schools moving forward although it will take a few months for the new structure to become embedded.

2. The headteacher felt that the timing of the training on differentiation could have been better. She felt that having the training in July was inappropriate and could have been done when it was identified as a training need, or at a more suitable time during the academic year for it to implemented

The differentiation training is one of many courses offered in the menu of support. In organising all 42 courses in the menu of support (with many courses taking up more than one day (eg continuous provision in the Foundation Phase involved eight days of training), consideration was given to the size of venue required for each course, and the availability of the relevant performance specialists to be able to deliver the course. It is anticipated that given the high number of support options available to schools within the menu of support, courses will take place over three terms (spring, summer and autumn 2016) in order for all schools to access their requested support. Inevitably, it was not possible to fit all support offers into the period of time earlier in the year when schools were selecting their options.

3. The effect on schools of long-term sickness in Behavioural Support Team needs to be addressed

There has been one long-term sickness in the Behaviour Support Team this academic year due to a shoulder injury from 25 January to 6 March. The employee has now returned to full duties. Where we can we would look to cover emergency referrals and issues arising out of an absence but the team is fully deployed across schools in Swansea so has little capacity to cover cases without reducing support elsewhere. Schools can contact the team leader to discuss issues but in this case the school did not raise any concerns with the team directly.

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4. Improvement is needed to ICT and the support for schools

The headteacher, deputy headteacher and ICT support officer attended the Hwb cluster training event held on 8 February (a whole-day session).

As the school's leasing agreement expired this month, James Knight was provided with procurement information to help him decide upon the best hardware leasing solutions for the school for the next three years.

A further meeting is scheduled by an ICT performance specialist, to discuss staff training requirements for the implementation of the Digital Competency Framework, and to ensure that there is continuity and progression in the delivery of digital competence from the Foundation Phase to the end of key stage 2.

The following support has been accessed by the school:

- 2 February 2016: introduction and overview of Hwb tools to ICT staff;
- 26 February 2016: two members of staff attended a training session aimed at raising awareness of e-safety issues;
- 21 March 2016: Whole-staff session provided on the use of Hwb tools; and
- 12 April 2016: two members of staff attended a training session on developing the school's website.

5. More support and access to performance specialists in science is needed to develop and accelerate learning

The leader of learning for science in ERW is Anthony Bebb. Currently, there are no science performance specialists employed at the Education Improvement Service in Swansea, so requests for science support are directed to leaders of learning. The support requests recorded in Brynhyfryd's menu of support (from core visit 1) do not show a request for science support.

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However, if the school would like to initiate support from the leader of learning, this can be brokered through their challenge adviser or via Mari Hockin at the Curriculum Support Unit mari.hockin@swansea.gov.uk

Yours sincerely

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