

CAMBRIDGESHIRE AND PETERBOROUGH EDUCATION ACTION PLAN
January 2018

Outcome to be Achieved	Action	Responsible Officer	Target Completion Date	Evidence of impact and outcomes	RAG / Progress
Local Authority Joint Actions					
Create a Strategic Board for Education.	<p>Executive Director and Service Director to agree membership, to reflect both Cambs and Pboro, schedule dates and draft terms of reference (align approach with RSC sub-regional arrangements).</p> <p>Focus areas to include succession planning and capacity building within Education Services to ensure sustainability and resilience of functions.</p> <p>Produce and confirm structure for Education Services and share across the education system / network</p> <p>Produce self-assessment using any available national criteria as appropriate</p>	Service Director	April 2018	<p>Greater understanding by officers, members and schools of issues, concerns, strengths</p> <p>Service resilience improved and clear structures in place</p> <p>Clarity of current quality of performance of Education Services</p>	
Create strategy for education across the county to include vision and priorities	<p>Strategic Board to set up a working group to prepare strategy.</p> <p>To include a range of representatives from across the education system (to include local authority, MATs, early years / primary / secondary school reps, young people.</p> <p>Create CEO Forum for MAT representation</p> <p>Focus on key areas of concern in the first instance including reviewing best practice elsewhere–</p>	Service Director	June 2018	<p>Working groups established, implemented and report regularly to provide updates to schools, officers and elected members</p> <p>Gaps to national average (attainment) close.</p>	

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	<ul style="list-style-type: none"> • KS1 Phonics • KS2 reading and Maths • Outcomes for disadvantaged/vulnerable learners 				
<p>Create communications strategy</p> <p>Run a high profile media campaign to raise public awareness of education successes and challenges</p>	<p>Strategic Board to set up small working group to include communications staff from both authorities and termly reference group to prepare strategy.</p> <p>Strategy should include regular communication from the service director eg newsletter/blog</p> <p>Meet with communications staff to create a programme of key messages to be used across social media platforms, council website, schools network and a mechanism to monitor activity / impact</p>	Service Director	May 2018	Regular media updates and an increasing number of positive messages in local media.	
Create robust and effective system to collect and analyse data that is easily accessible and interpreted across the education system	<p>Set up working group with performance / business intelligence staff from PCC and CCC together with data representatives from schools, health etc</p> <p>Main objective is to produce a fully integrated and accessible data sharing portal, that would improve the process for educational leaders and impact the quality of education and services they provide</p>	Service Director	March 2018	Improved clarity of understanding of outcomes for vulnerable groups and general localities	
Develop joint training programme with Ofsted	Meet with Tim Bristow HMI to produce training programme for 2018/19 (skilling up and self evaluation of staff)	Service Director /Assistant Director	April 2018	CPD programme agreed and in place	
Continue schedule of regular meetings with Tim Bristow HMI	Contact Tim to confirm dates and then create schedule for 2018/19 outlining key topics to be discussed	Service Director	Feb 2018	Continuing positive relationship / information sharing with OfSTED	

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Arrange a follow up 'Big Conversation Conference' in 2018/19	Start preparations for a conference in 2018/19 to include sourcing a venue, agreeing a date, identifying keynote speakers to include a school who has similar demographics / issues to Cambridgeshire and Peterborough. Conference content to include activity / action / impact since the previous conference	Service Director/Helen Gregg	June 2018	Conference organised and planned	
Improve recruitment and retention of teachers across the county	Request the RSC sub-regional group to make this a focus area for the group and monitor progress	Service Director	Feb 2018	Raised awareness of recruitment/retention issues; Increased involvement of Teaching Schools / Teach East Retention rates improve Recruitment improves	
Emotional health and wellbeing of children and young people in and out of education	Joint Strategic Needs Assessment (JSNA) to be commissioned	Executive Director	Jan 2018	Greater awareness of mental/emotional needs of young people and plans in place to address these needs	
Prepare service information / delivery document which outlines LA's statutory responsibility for monitoring, challenge and support in relation to schools causing concern – maintained and MAT etc	Service Director to identify a lead person to prepare document to include information on responsibilities for Education Services and include in the communications strategy / plan	Service Director	April 2018	Clarity of understanding of statutory/voluntary duties and traded services.	
Develop further the school led system across the two authorities	Service Director to identify potential schools and meet with heads to discuss opportunities / packages available (consider bid writer / facilitator role) Teaching Schools / NLE / LLE / SLES including support from external areas	Service Director	March 2018	Clarity and resilience of the school-led system, leading to improved leadership and outcomes in schools.	

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Remodel aspects of the PSISN/School to school support across cambs and p'boro	Set up a working group of lead headteachers and LA officers to remodel aspects of the PSISN/school to school support. (including responding to the challenges identified by John Harris and the findings in the Nullam Report)	Service Director	April 2018	As above.	
Review the composition of the School Improvement Board	Meet with Assistant Director and lead Hts to review Board purpose and discuss Board membership	Service Director	April 2018	Clarity of understanding of role and responsibilities of SIB.	
Develop a strategic approach to improving the attainment of vulnerable learners	Establish a research group involving key LA officers and school leaders to investigate and identify schools with the most vulnerable learners. Work with these schools to put appropriate interventions in place Research group to produce an assessment of local and national trends which focuses on narrowing the gap and to monitor carefully the impact of the pupil premium grant	Service Director	May 2018	Improved outcomes for vulnerable learners Closing of the gap to national average	
Examine pupil mobility in schools against the wider national and local context	Co-ordinate a survey to gather the views of all school heads / leads Conduct an analysis of available statistical and documentary information relating to the scale, pattern and dynamics of mobility in the school system Identify best practice elsewhere and engage schools / MATs in addressing the concerns	Service Director	May 2018	Clear understanding of issues causing pupil mobility Plans in place to begin to address and mitigate issues of pupil mobility	
Set up Vulnerable Children Board	Monitor performance of SEN/CWD/LAC, children with emotional and behavioural problems; address challenges Ensure appropriate actions to ensure children are school ready	Executive Director	February 2018	Improved outcomes for vulnerable groups, including SEND Closing of the gap to national average.	

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Monitor progress of the SEND action plan following inspection in March 2017 in Cambs and prospective inspection in Pboro	Impact / outcomes of improvements made				

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