

Appendix 1 - Update on January 2018 Action Plan – September 2019

Outcome to be Achieved	Agreed Action	Action Delivered	Next Steps
<p>Create a Strategic Board for Education.</p> <ul style="list-style-type: none"> <li>• Greater understanding by officers, members and schools of issues, concerns, strengths</li> <li>• Service resilience improved and clear structures in place</li> <li>• Clarity of current quality of performance of Education Services</li> </ul>	<ul style="list-style-type: none"> <li>• Agree the role of function of a strategic board for education including the link to Cambridgeshire.</li> <li>• Focus areas to include succession planning and capacity building within Education Services to ensure sustainability and resilience of functions.</li> <li>• Produce and confirm structure for Education Services and share across the education system / network</li> </ul>	<ul style="list-style-type: none"> <li>• The School performance clinic has been re-established to allow senior political leaders to challenge officers on performance and their oversight of educational improvement.</li> <li>• New ‘Schools Causing Concern’ forum established where staff from across PCC work together to ensure a full understanding of schools and the need for intervention as well as identifying best practice.</li> <li>• The LA has provided funded to Primary and Secondary heads group to enable the development of partnerships which are included in the updated action plan.</li> <li>• CEO group is successfully evolving into this space.</li> <li>• Restructure of Education services is complete – shaped by feedback from school survey.</li> <li>• Shared services work has created additional capacity and sustainability by working in conjunctions with Cambridgeshire.</li> </ul>	<p>Focus on emerging models for school led improvement from Primary and Secondary Heads and working as part of CEO forum.</p>

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<p>Create strategy for education across the county to include vision and priorities</p> <ul style="list-style-type: none"> <li>Gaps to national average (attainment) close.</li> </ul>	<ul style="list-style-type: none"> <li>Strategic Board to set up a working group to prepare strategy.</li> <li>To include a range of representatives from across the education system (to include local authority, MATs, early years / primary / secondary school reps, young people.</li> <li>Create CEO Forum for MAT representation</li> <li>Focus on key areas of concern in the first instance including reviewing best practice elsewhere               <ul style="list-style-type: none"> <li>KS1 Phonics</li> <li>KS2 Reading and Maths</li> <li>Outcomes for disadvantaged/vulnerable learners</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>The strategy was developed and consulted upon by the new Service Director for Education as he came into role (see main report).</li> <li>CEO Forum (which includes the LA in membership) operating effectively and beginning to provide leadership for Education in Peterborough.</li> <li>Significant work undertaken on Phonics working with Newham including a conference in spring 2019.</li> <li>Emerging strategy for Primary and Secondary that is schools led in development.</li> </ul>	<p>Vision set in February 2018 – to be redefined in Autumn 2019 in light of results and current challenges / emerging view from leaders groups.</p>
<p>Create communications strategy</p> <ul style="list-style-type: none"> <li>Run a high profile media campaign to raise public awareness of education successes and challenges</li> </ul>	<ul style="list-style-type: none"> <li>Strategic Board to set up small working group to include communications staff from both authorities and termly reference group to prepare strategy.</li> <li>Strategy should include regular communication from the service director eg newsletter/blog</li> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>Regular media updates including Service Director column in Peterborough Telegraph and an increasing number of positive messages in local media.</li> <li>Weekly newsletter sent to schools and governors on key issues within Peterborough and horizon scanning information.</li> <li>Successful #pboroschools twitter campaign which highlighted excellent practice and success in our schools.</li> <li>Highlight in local, regional and national press of financial challenges in schools in Peterborough.</li> </ul>	<p>Complete – but needs to feature as part of day to day business</p>

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<p>Create robust and effective system to collect and analyse data that is easily accessible and interpreted across the education system</p> <ul style="list-style-type: none"> <li>Improved clarity of understanding of outcomes for vulnerable groups and general localities</li> </ul>	<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>	<p>Working group met 2 times delivering -</p> <ul style="list-style-type: none"> <li>Schools on a page developed which will be available for schools in September 2019</li> <li>Use of Nexus – all primary schools have been given access to save time and allow wider analysis.</li> <li>Question Level Analysis – schools individual question performance analysed against national to focus on weaknesses in area of teaching.</li> </ul> <p>Further actions include -</p> <ul style="list-style-type: none"> <li>Early data sharing – LA maintained primary schools met in July to look at early actions needed</li> <li>Sharing data with Early Years settings to show the outcome of children after the first year in school. This has identified gaps in children learning which can refined and updated. It has focused on the importance on early phonics.</li> </ul>	<p>Complete – but needs to feature as part of day to day business. Next steps to develop context and look at data which impacts outcomes e.g. social care interventions, mobility, inclusion.</p>
<p>Ofsted –</p> <ul style="list-style-type: none"> <li>Develop joint training programme with Ofsted</li> <li>Continue schedule of regular meetings with Tim Bristow HMI</li> </ul>	<p>Meet with Tim Bristow HMI to produce training programme for 2018/19 (skilling up and self-evaluation of staff)</p> <p>Contact Tim to confirm dates and then create schedule for 2018/19 outlining key topics to be discussed</p>	<p>Two conferences were delivered successfully with positive feedback –</p> <ul style="list-style-type: none"> <li>Ensuring ‘Good schools’ achieving good outcomes</li> <li>New Ofsted framework</li> </ul>	<p>Complete – termly meetings now in place to ensure close working together.</p>
<p>Arrange a follow up ‘Big Conversation Conference’ in 2018/19</p>	<p>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.</p> <p>Conference content to include activity / action / impact since the previous conference.</p>	<p>Headteachers meetings are in place for primary, secondary and special and they have been fully engaged with the progress of the action plan. This has evolved into their leadership of the challenges in Peterborough.</p> <p>Two governor conferences have been held with strong attendance and high</p>	<p>Complete but consideration of a large school conference is needed moving forward.</p>

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		quality external speakers.	
Improve recruitment and retention of teachers across the county	Raised awareness of recruitment/retention issues; Increased involvement of Teaching Schools / Teach East Retention rates improve Recruitment improves	<ul style="list-style-type: none"> <li>• Teach Peterborough Website has been updated and Peterborough schools sign posted to new DfE job site.</li> <li>• Workforce tool developed to allow schools to compare their workforce census details.</li> <li>• Pupil:Teacher ratio have improved and overall teacher numbers have increased.</li> </ul>	Key action moving forward.
Emotional health and wellbeing of children and young people in and out of education <ul style="list-style-type: none"> <li>• Greater awareness of mental/emotional needs of young people and plans in place to address these needs</li> </ul>	Joint Strategic Needs Assessment (JSNA) to be commissioned	Delivered. Will be a key focus on vulnerable groups moving forward.	Complete
Develop further the school led system across the two authorities <ul style="list-style-type: none"> <li>• Remodel aspects of the PSISN/School to school support across cambs and p'boro</li> </ul>	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. Clarity and resilience of the school-led system, leading to improved leadership and outcomes in schools.	<ul style="list-style-type: none"> <li>• Sub-Regional Improvement Boards removed so focus has been on developing the school led system in Peterborough.</li> <li>• Greater focus on Teaching Schools in Peterborough and the profile has been raised – being used to commission outcomes for the first time.</li> <li>• Peterborough Learning Partnership has been successfully closed to support a great emphasis on the role of the teaching schools in the system.</li> </ul>	As part of Strategic leadership work strand moving forward.

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		<ul style="list-style-type: none"> <li>• Heads groups / CEO forum owning their own development needs and plans – facilitated and supported by the Local Authority.</li> <li>• Emerging partnership arrangements which will encompass challenge and support.</li> <li>• LA maintained schools working together to improve including challenge and support groups.</li> </ul>	
<p>Examine pupil mobility in schools against the wider national and local context</p> <ul style="list-style-type: none"> <li>• Clear understanding of issues causing pupil mobility</li> <li>• Plans in place to begin to address and mitigate issues of pupil mobility</li> </ul>	<p>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</p>	<ul style="list-style-type: none"> <li>• Key focus has been on working with authorities where mobility is higher. Schools have visited Newham and we are facilitating to visits to Kings Lynn where mobility is high.</li> <li>• Data workstream has begun to examine how mobility is impacting on outcomes.</li> </ul>	<p>To be considered under vulnerable pupil strand</p>
<p>Set up Vulnerable Children Board</p> <ul style="list-style-type: none"> <li>• Improved outcomes for vulnerable groups, including SEND</li> <li>• Closing of the gap to national average.</li> </ul>	<p>Monitor performance of SEN/CWD/LAC, children with emotional and behavioural problems; address challenges            Ensure appropriate actions to ensure children are school ready</p>	<p>Vulnerable children group established and met a number of times across the academic year.            New SEND group established to provide leadership of the SEND reforms which includes wider vulnerable groups.            Review of Social and Emotional Mental Health provision in Peterborough undertaken.</p>	<p>To be considered under vulnerable pupil strand</p>
<p>Monitor progress of the SEND action plan following inspection in March 2017 in Cambs and prospective inspection in Peterborough</p>	<p>Impact / outcomes of improvements made</p>	<p>Ofsted inspection has been undertaken and provides key focus area moving forward.</p>	<p>To be considered under vulnerable pupil strand</p>

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