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NOTICE OF MEETING

CABINET

will meet on

THURSDAY, 26TH MARCH, 2020

At 7.00 pm

in the

GREY ROOMS - YORK HOUSE, WINDSOR

TO: MEMBERS OF CABINET

Councillor Johnson, Leader of the Council and Chairman of Cabinet, Business, Economic Development and Property

Councillor Rayner, Deputy Leader of the Council, Resident & Leisure Services, HR, IT, Legal, Performance Management & Windsor

Councillor Carroll, Deputy Chairman of Cabinet, Adult Social Care, Children's Services, Health and Mental Health

Councillor Cannon, Public Protection and Parking

Councillor Clark, Transport and Infrastructure

Councillor Coppinger, Planning and Maidenhead

Councillor Hilton, Finance and Ascot

Councillor McWilliams, Housing, Communications and Youth Engagement

Councillor Stimson, Environmental Services, Climate Change, Sustainability, Parks and Countryside

Karen Shepherd – Service Lead Democratic Services - Issued: Wednesday, 18 March 2020

Members of the Press and Public are welcome to attend Part I of this meeting. The agenda is available on the Council's web site at www.rbwm.gov.uk or contact the Panel Administrator **David Cook** 01628 796560

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AGENDA

PART I

<u>ITEM</u>	<u>SUBJECT</u>	<u>PAGE NO</u>
1.	<u>APOLOGIES FOR ABSENCE</u> To receive any apologies for absence	-
2.	<u>DECLARATIONS OF INTEREST</u> To receive any declarations of interest	5 - 6
3.	<u>MINUTES</u> To consider the Part I minutes of the meeting held on 27 February 2020.	7 - 10
4.	<u>APPOINTMENTS</u>	
5.	<u>FORWARD PLAN</u> To consider the Forward Plan for the period April 2020 to July 2020.	11 - 16
6.	<u>CABINET MEMBERS' REPORTS</u> Deputy Chairman of Cabinet, Adult Social Care, Children's Services, Health and Mental Health	-
	i. Standards and Quality of Education - A Review of the Academic Year 2018-19	17 - 36
	Deputy Leader of the Council, Resident and Leisure Services, HR, IT, Legal, Performance Management and Windsor	
	ii. Modern Workplace Project - Phase 2 - award of new contract	37 - 40
7.	<u>LOCAL GOVERNMENT ACT 1972 - EXCLUSION OF THE PUBLIC</u> To consider passing the following resolution:- "That under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the remainder of the meeting whilst discussion takes place on items 8-9 on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1-7 of part I of Schedule 12A of the Act"	-

PART II – PRIVATE MEETING

<u>ITEM</u>	<u>SUBJECT</u>	<u>PAGE NO</u>
8.	<u>MINUTES</u> To consider the Part II minutes of the meeting held on 27 February 2020. <i>(Not for publication by virtue of Paragraph 1, 2, 3, 4, 5, 6, 7 of Part 1 of Schedule 12A of the Local Government Act 1972)</i>	41 - 46
9.	<u>CABINET MEMBERS' REPORTS</u> Deputy Leader of the Council, Resident and Leisure Services, HR, IT, Legal, Performance Management and Windsor i. Modern Workplace Project - Phase 2 - Award Of New Contract <i>(Not for publication by virtue of Paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972)</i> Details of representations received on reports listed above for discussion in the Private Meeting: None received	47 - 48

MEMBERS' GUIDE TO DECLARING INTERESTS IN MEETINGS

Disclosure at Meetings

If a Member has not disclosed an interest in their Register of Interests, they **must make** the declaration of interest at the beginning of the meeting, or as soon as they are aware that they have a DPI or Prejudicial Interest. If a Member has already disclosed the interest in their Register of Interests they are still required to disclose this in the meeting if it relates to the matter being discussed.

A member with a DPI or Prejudicial Interest **may make representations at the start of the item but must not take part in the discussion or vote at a meeting.** The speaking time allocated for Members to make representations is at the discretion of the Chairman of the meeting. In order to avoid any accusations of taking part in the discussion or vote, after speaking, Members should move away from the panel table to a public area or, if they wish, leave the room. If the interest declared has not been entered on to a Members' Register of Interests, they must notify the Monitoring Officer in writing within the next 28 days following the meeting.

Disclosable Pecuniary Interests (DPIs) (relating to the Member or their partner) include:

- Any employment, office, trade, profession or vocation carried on for profit or gain.
- Any payment or provision of any other financial benefit made in respect of any expenses occurred in carrying out member duties or election expenses.
- Any contract under which goods and services are to be provided/works to be executed which has not been fully discharged.
- Any beneficial interest in land within the area of the relevant authority.
- Any licence to occupy land in the area of the relevant authority for a month or longer.
- Any tenancy where the landlord is the relevant authority, and the tenant is a body in which the relevant person has a beneficial interest.
- Any beneficial interest in securities of a body where:
 - a) that body has a piece of business or land in the area of the relevant authority, and
 - b) either (i) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body **or** (ii) the total nominal value of the shares of any one class belonging to the relevant person exceeds one hundredth of the total issued share capital of that class.

Any Member who is unsure if their interest falls within any of the above legal definitions should seek advice from the Monitoring Officer in advance of the meeting.

A Member with a DPI should state in the meeting: ***'I declare a Disclosable Pecuniary Interest in item x because xxx. As soon as we come to that item, I will leave the room/ move to the public area for the entire duration of the discussion and not take part in the vote.'***

Or, if making representations on the item: 'I declare a Disclosable Pecuniary Interest in item x because xxx. As soon as we come to that item, I will make representations, then I will leave the room/ move to the public area for the entire duration of the discussion and not take part in the vote.'

Prejudicial Interests

Any interest which a reasonable, fair minded and informed member of the public would reasonably believe is so significant that it harms or impairs the Member's ability to judge the public interest in the item, i.e. a Member's decision making is influenced by their interest so that they are not able to impartially consider relevant issues.

A Member with a Prejudicial interest should state in the meeting: ***'I declare a Prejudicial Interest in item x because xxx. As soon as we come to that item, I will leave the room/ move to the public area for the entire duration of the discussion and not take part in the vote.'***

Or, if making representations in the item: 'I declare a Prejudicial Interest in item x because xxx. As soon as we come to that item, I will make representations, then I will leave the room/ move to the public area for the entire duration of the discussion and not take part in the vote.'

Personal interests

Any other connection or association which a member of the public may reasonably think may influence a Member when making a decision on council matters.

Members with a Personal Interest should state at the meeting: ***'I wish to declare a Personal Interest in item x because xxx'. As this is a Personal Interest only, I will take part in the discussion and vote on the matter.***

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Agenda Item 3

CABINET

THURSDAY, 27 FEBRUARY 2020

PRESENT: Councillors Andrew Johnson (Chairman), David Coppinger, Stuart Carroll (Vice-Chairman), David Hilton, Gerry Clark, Donna Stimson and Ross McWilliams

Also in attendance: Councillors Bateson, Sharpe, Davies, Baldwin, Hill, Jones and Price.

Officers: Duncan Sharkey, Russell O'Keefe, Kevin McDaniel, Louisa Dean, Adel Taylor, Nikki Craig, Hilary Hall and David Cook.

APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Rayner and Cannon.

DECLARATIONS OF INTEREST

There were no declarations of interest received.

MINUTES

RESOLVED UNANIMOUSLY: That the Part I minutes of the meeting held on 6 February 2020 were approved.

APPOINTMENTS

None

FORWARD PLAN

Cabinet considered the contents of the Forward Plan for the next four months and noted the changes made since last published including the following amendments:

- Award of Arboricultural Services Contract moved to April 2020 Cabinet.
- Maidenhead Vision Charter to be considered at the March 2020 Cabinet.

CABINET MEMBERS' REPORTS

A) CONTRACT FOR NURSING CARE HOME PLACEMENTS

The Deputy Chairman of Cabinet, Adult Social Care, Children's Services, Health and Mental Health introduced the report regarding the award of a five year contract to Healthcare Homes Group.

Cabinet were informed that although this was a straightforward paper it was important as if approved the award to Sandown Park Care Home in Windsor provided an 'Outstanding' rated care by the Care Quality Commission. The contract would secure 20 beds for eligible residents over 65 with nursing and dementia needs to be cared for in the borough. The contract would commence 1st April 2020.

The Lead Member said that the policy was now to only award contracts to providers who were rated as either good or outstanding.

Cllr Price asked why only 20 beds were being secured since the facility had an excellent reputation and was value for money. Cabinet were informed that the facility was a private organisation and only 20 spaces were available for negotiation.

Resolve unanimously: that Cabinet notes the report and:

- i) Approves the award of a five year contract to Sandown Park Nursing Care home for twenty block beds commencing on 1st April 2020.**

C) HEATHROW STRATEGIC PLANNING GROUP (HSPG) JOINT SPATIAL PLANNING FRAMEWORK (JSPF) , STATEMENT OF COMMON GROUND AND ECONOMIC DEVELOPMENT VISION AND ACTION PLAN (EDVAC) DOCUMENTS

The Lead Member for Transport and Infrastructure introduced the report regarding work the council had undertaken with neighbouring local authorities and other stakeholder organisations through the HSPG with regards to the proposed Heathrow expansion future planning inspectorate application.

Cabinet were informed that a number of authorities had come together to identify a common approach with regards to potential benefits from the proposed Heathrow expansion. Three supporting papers had been produced and were available on the RBWN website as appendices to the report. They were none statutory documents with the aim to produce a common ground for negotiations. Given the announcement made on the day of Cabinet with regards to a successful appeal against the proposed expansion it was expected that the timetable would change.

The Lead Member for Finance and Ascot mentioned that it was good to see 13 authorities coming together to work on a common goal.

Resolved unanimously: that Cabinet notes the report and:

- ii) Endorses the Joint Spatial Planning Framework and the Economic Development Vision and Action Plan as non-statutory strategic planning guidance for the purposes of set out in the appended documents**
- iii) Agrees to sign the Statement of Common Ground (SoCG) and to approve for inclusion in the SoCG, the statement of specific interests for the Royal Borough as set out in the report.**

D) NEW PROVISION FOR CHILDREN AND YOUNG PEOPLE WITH SPECIAL EDUCATIONAL NEEDS

The Deputy Chairman of Cabinet, Adult Social Care, Children's Services, Health and Mental Health introduced the report regarding proposed consultation on options for new 'Resourced Provision' and 'SEN Units' at a number of schools in the Royal Borough.

Cabinet were informed that helping disadvantaged children was a main priority and thus he was keen to discuss proposals with all schools across the borough regarding new facilities for children of primary school age with complex communication difficulties who could nevertheless, with support, attend a mainstream school. Capital funding for any new buildings would come from Department for Education's £1.227m Special Provision Capital Fund grant.

The Director of Children's Services informed that it was their aim to get more children into mainstream schools with SEN support and being educated closer to home. Revenue spend would come from the high needs block and thus it was important to get all school to take part.

(The Lead Member for Environmental Services, Climate Change, Sustainability, Parks and Countryside joined the meeting)

Cllr Price reported that she was pleased to hear about the funding and that Windsor schools would be included, she suggested that primary school children be part of the consultation. The Lead Member replied he would be happy to include primary school children and informed he was visiting all schools and talking to pupils.

Cllr Jones mentioned that Queensmead House School was opening soon in Windsor and if they would be spoken to. Cabinet were informed that such schools provided high quality services but at a cost and not always in line with authority's needs. We would look to work with them when open.

Resolved unanimously: that Cabinet notes the report and:

- iv) Approves public consultation on options to open new Special Educational Needs Units and/or Resourced Provision for children with Education, Health and Care Plans for Autistic Spectrum Disorder and/or Social, Emotional and Mental Health from 1st September 2021.**
- v) Delegates approval of the final list of proposals for inclusion in the consultation to the Lead Member for Adult Social Care, Children Services, Health and Mental Health and the Director of Children's Services.**
- vi) Requests a report in June 2020, providing details on (i) the outcome of the consultation, and (ii) an evaluation of the options, including costed proposals for the new facilities.**

B) WATER CONTRACT PROCUREMENT

The Lead Member for Environmental Services, Climate Change, Sustainability, Parks and Countryside introduced the report regarding the procurement of the councils water requirements.

Cabinet were informed that Council had participated in the procurement exercise by the Crown Commercial Services. This process pooled the requirements of more than 20 other public sector organisations so that each could benefit from the economy of scale. This process resulted in Castle Water were the successful bidder and provided a reduction in price of approximately 6%.

Resolved unanimously: that Cabinet notes the report and:

- vii) Agrees to award a water contract to Castle Water who were the successful bidder in the recent water aggregation procurement exercise run by Crown Commercial Services.**

E) RENEWAL OF MICROSOFT LICENCING AGREEMENT - AWARD OF NEW CONTRACT

The Leader of the Council and Chairman of Cabinet, Business, Economic Development and Property introduced the report regarding the renewal of Microsoft licencing agreement.

Cabinet were informed that the Council's current contract for Microsoft Licences expired on 31 March 2020. This report requested Cabinet delegate authority to award a new three-year contract once the procurement exercise had been concluded in March 2020.

Resolved unanimously: that Cabinet notes the report and:

- viii) Delegate authority to the Director of Resources in consultation with the Lead Member for HR, Legal, IT, Resident and Leisure Services and**

Performance Management to award a contract for three years providing it is within the base budget.

LOCAL GOVERNMENT ACT 1972 - EXCLUSION OF THE PUBLIC

RESOLVED UNANIMOUSLY: That under Section 100(A)(4) of the Local Government Act 1972, the public were excluded from the remainder of the meeting whilst discussion took place on the grounds that they involved the likely disclosure of exempt information as defined in Paragraphs 1 and 3 of part I of Schedule 12A of the Act.

The meeting, which began at 7.00 pm, finished at 8.06 pm

CHAIRMAN.....

DATE.....

CABINET

FORWARD PLAN - CHANGES MADE SINCE LAST PUBLISHED:

ITEM	ORIGINAL CABINET DATE	NEW CABINET DATE	REASON FOR CHANGE
Maidenhead Vision Charter	March 2020	April 2020	Further work required.
Homeless Strategy Action Plan Update	n/a	March 2020	New Item
Children's Centres consultation results	n/a	April 2020	New Item
Maidenhead Golf Club	n/a	April 2020	New Item
Climate Change Strategy	n/a	May 2020	New item
Asset Management Review & Action Plan	n/a	May 2020	New Item
Homeless Strategy Action Plan Update	n/a	May 2020	New Item

FORWARD PLAN OF CABINET DECISIONS

NB: The Cabinet is comprised of the following Members: Councillor Johnson, Leader of the Council and Chairman of Cabinet, Business, Economic Development and Property, Councillor Rayner, Deputy Leader of the Council, Resident and Leisure Services, HR, IT, Legal, Performance Management and Windsor, Councillor Carroll, Deputy Chairman of Cabinet, Adult Social Care, Children's Services, Health and Mental Health, Councillor Cannon, Public Protection and Parking, Councillor Clark, Transport and Infrastructure, Councillor Coppinger, Planning and Maidenhead, Councillor Hilton, Finance and Ascot, Councillor McWilliams, Housing, Communications and Youth Engagement, Councillor Stimson, Environmental Services, Climate Change, Sustainability, Parks and Countryside

The Council is comprised of all the elected Members

All enquiries, including representations, about any of the items listed below should be made in the first instance to Democratic Services, Town Hall, St Ives Road, Maidenhead. Tel (01628) 796560. Email: democratic.services@rbwm.gov.uk.uk

FORWARD PLAN

ITEM	Private Meeting - contains exempt/confidential information? See categories below.	Short Description	Key Decision, Council or other?	REPORTING MEMBER (to whom representations should be made)	REPORTING OFFICER / DIRECTOR (to whom representations should be made)	Consultation (please specify consultees, dates (to and from) and form of consultation), including other meetings	Date and name of meeting	Date of Council decision (if required)
12 Maidenhead Vision Charter	Open -	Charter document to give vision & guidance on the future development of Maidenhead.	No	Planning and Maidenhead (Councillor David Coppinger)	Russell O'Keefe	Evidence of public consultation contained within the Vision Charter.	Cabinet 30 Apr 2020	

N.B. All documents to be used by the decision maker to be listed in the report to Cabinet

ITEM	Private Meeting - contains exempt/confidential information? See categories below	Short Description	Key Decision, Council or other?	REPORTING MEMBER (to whom representations should be made)	REPORTING OFFICER / DIRECTOR (to whom representations should be made)	Consultation (please specify consultees, dates (to and from) and form of consultation), including other meetings.	Date and name of meeting	Date of Council decision (if required)
Award of Arboricultural Services Contract	Open -	A Report to seek authority to tender a contract and to delegate the award of the subsequent contract for the borough-wide Arboricultural Services provider with effect from spring 2020.	Yes	Lead Member for Environmental Services, Climate Change, Sustainability, Parks and Countryside (Councillor Donna Stimson)	David Scott	Internal Process	Cabinet 30 Apr 2020	
Home to School Transport	Open -	To approve the Home to School Transport Policy.	Yes	Deputy Chairman of Cabinet, Adult Social Care, Children's Services, Health and Mental Health (Councillor Stuart Carroll)	Kevin McDaniel	Internal process	Cabinet 30 Apr 2020	
Maidenhead Golf Club	Fully exempt - 3	Surrender of the leasehold interest.	Yes	Leader of the Council and Chairman of Cabinet, Business, Economic Development and Property (Councillor Andrew Johnson)	Russell O'Keefe	Internal process	Cabinet 30 Apr 2020	
Financial Update	Open -	To report the outturn position.	No	Lead Member for Finance and Ascot (Councillor David Hilton)	Taylor	Internal process	Cabinet 28 May 2020	

N.B. All documents to be used by the decision maker to be listed in the report to Cabinet

ITEM	Private Meeting - contains exempt/confidential information? See categories below	Short Description	Key Decision, Council or other?	REPORTING MEMBER (to whom representations should be made)	REPORTING OFFICER / DIRECTOR (to whom representations should be made)	Consultation (please specify consultees, dates (to and from) and form of consultation), including other meetings.	Date and name of meeting	Date of Council decision (if required)
Climate Change Strategy	Open -	Draft climate strategy for approval by cabinet to go to Full Council.	Yes	Lead Member for Environmental Services, Climate Change, Sustainability, Parks and Countryside (Councillor Donna Stimson)	Chris Joyce	Internal process	Cabinet 28 May 2020	
Asset Management Review & Action Plan	Fully exempt - 3	To review the plan.	Yes	Leader of the Council and Chairman of Cabinet, Business, Economic Development and Property (Councillor Andrew Johnson)	Russell O'Keefe	Internal consultation	Cabinet 28 May 2020	
Homeless Strategy Action Plan Update	Open -	Approval of an updated action plan for the Council's homeless strategy.	Yes	Lead Member for Housing, Communications and Youth Engagement (Councillor Ross McWilliams)	Russell O'Keefe	Internal process	Cabinet 28 May 2020	
Appointments to Outside Bodies	Open -	To make appointments of council representatives on outside and associated bodies.	Yes	Leader of the Council and Chairman of Cabinet, Business, Economic Development and Property (Councillor Andrew Johnson)	Duncan Sharkey	Internal process	Cabinet 25 Jun 2020	

N.B. All documents to be used by the decision maker to be listed in the report to Cabinet

ITEM	Private Meeting - contains exempt/confidential information? See categories below	Short Description	Key Decision, Council or other?	REPORTING MEMBER (to whom representations should be made)	REPORTING OFFICER / DIRECTOR (to whom representations should be made)	Consultation (please specify consultees, dates (to and from) and form of consultation), including other meetings.	Date and name of meeting	Date of Council decision (if required)
Annual Performance Report	Open -	Report detailing performance of the Council against the corporate scorecard for Q3 and 4 2020/21	No	Deputy Leader of the Council, Resident and Leisure Services, HR, IT, Legal, Performance Management and Windsor (Councillor Samantha Rayner)	Hilary Hall	Internal process	Cabinet 25 Jun 2020	
New Provision for Children and Young People with Special Education Needs	Open -	Review the outcome of the consultation and evaluation of options.	Yes	Deputy Chairman of Cabinet, Adult Social Care, Children's Services, Health and Mental Health (Councillor Stuart Carroll)	Kevin McDaniel	Internal Process	Cabinet 25 Jun 2020	

N.B. All documents to be used by the decision maker to be listed in the report to Cabinet

ITEM	Private Meeting - contains exempt/confidential information? See categories below	Short Description	Key Decision, Council or other?	REPORTING MEMBER (to whom representations should be made)	REPORTING OFFICER / DIRECTOR (to whom representations should be made)	Consultation (please specify consultees, dates (to and from) and form of consultation), including other meetings.	Date and name of meeting	Date of Council decision (if required)
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DESCRIPTIONS OF EXEMPT INFORMATION: ENGLAND

1	Information relating to any individual.
2	Information which is likely to reveal the identity of an individual.
3	Information relating to the financial or business affairs of any particular person (including the authority holding that information).
4	Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
5	Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
6 16	Information which reveals that the authority proposes (a) to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or (b) to make an order or direction under any enactment.
7	Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

N.B. All documents to be used by the decision maker to be listed in the report to Cabinet

Report Title:	Standards and Quality of Education – A Review of the Academic Year 2018-19
Contains Confidential or Exempt Information?	No - Part I
Lead Member:	Councillor S Carroll, Lead Member for Adult Social Care, Children’s Services, Health and Mental Health
Meeting and Date:	Cabinet Thursday 26 th March 2020
Responsible Officer(s):	Kevin McDaniel, Director of Children’s Services Clive Haines, School Leadership Development Manager
Wards affected:	All

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REPORT SUMMARY

1. This report highlights performance in the key priority areas:
 - Progress against the outcomes set by Cabinet in May 2019.
 - Overall performance of all pupils in academic year 2018-19.
 - Ofsted judgements of schools in the borough 2018-19.
 - The attainment of disadvantaged pupils 2018-19.
 - Current exclusion performance in schools 2018-19
 - Progress in tracking the participation of 16 and 17 year old students.
2. The high level of educational achievement of pupils attending schools within the borough continues with pupils once again achieving significantly above the national averages in Key Stages 1, 2 and 4, ranking the Royal Borough within the top 30%.
3. Following 17 school inspections since September 2018, 94% of borough pupils now attend Good or Outstanding schools which means that 62 out of 66 schools are judged to be Good or Outstanding by Ofsted. 22 out of 66 schools are judged as Outstanding, which is 33% compared with the national average of 20%.
4. In 2017 the service embarked on a three year plan to improve the outcomes for young people who are, or have been, eligible for Free School Meals (FSM) (known as “disadvantaged pupils”). At the end of year three, despite some increases in the level of attainment, these pupils continue to achieve at a significantly lower level than other borough children through to age 11. Despite this being a national trend, this remains the key educational leadership priority for the Royal Borough.
5. Throughout the academic year 2018/19 the number of young people being permanently excluded from school has increased. The Royal Borough is continuing to embed the Inclusion Charter for all pupils and has introduced a Social Emotional Mental Health (SEMH) Intervention Programme to support identified children at risk of permanent exclusion at primary age. This provides additional 1:1 support for the pupil for half a term as well as training for the whole school staff.
6. The Royal Borough has invested in personnel and systems to track the participation of 16 and 17 year old students in employment, education or training (EET) and this has resulted in the proportion of pupils whose status was recorded as not in EET (NEET) for December 2019 as 1.2% compared to the England average of 2.6% for the same period. This represents the minimum proportion of young people that are NEET as there were also 7.5% whose status was unknown which is higher than the national average of 3.5%.

1. DETAILS OF RECOMMENDATIONS

RECOMMENDATION: That Cabinet notes the report and:

- i) **Endorse the outcomes for academic year 2019-20:**
 - **To support and work alongside schools to at least maintain the percentage of Good and Outstanding schools (currently 94%).**
 - **Improve the local authority ranking of disadvantaged pupil attainment in the Early Years Foundation Stage.**
 - **Work with early years providers and school leaders to improve the local authority ranking of disadvantaged pupil attainment in Key Stage 2.**
 - **Increase the proportion of 16 and 17 year olds known to be participating in education, employment or training.**
- ii) **Request a report on validated attainment and progress data for academic year 2019-20 in March 2021.**

2. REASON(S) FOR RECOMMENDATION(S) AND OPTIONS CONSIDERED

2.1 This is the twentieth annual report on the quality of education. It presents analysis of the performance of pupils in all state funded schools and academies located within the Royal Borough of Windsor and Maidenhead in the academic year 2018-19 against national and statistical neighbours and previous years. It is based on validated data published by the Department for Education, most recently in February 2020. A number of key education terms are described in Appendix A and school level outcomes are contained in Appendix B. In Appendix C there is a timeline of support for the disadvantaged group. The complete range of education data is presented in Appendix D: The Education Data Pack 2018-19.

Impact of work since March 2018

2.2 In May 2019 Cabinet approved four education outcomes.

Table 1: Achievements against cabinet report outcomes

Defined Outcomes	Progress	Commentary
% of all state funded schools are judged to be Good or Outstanding	Exceeded 94% of schools judged Good to Outstanding at the end of February 2020.	At the end of Academic year 2018-19, 91% of all state-funded schools were judged to be Good or Outstanding within the borough. That has increased to 94% at the end of February 2020 above the national average of 86%. 33% of schools currently judged as Outstanding while only 6% of schools are currently judged as Requires Improvement. No schools are graded as Inadequate in RBWM
Improve FSM pupil attainment at EYFS so that RBWM is ranked at least 80 th	UNMET The RBWM ranking increased from 142 th to joint 104 th this year	DfE statistics for FSM EYFS pupil's show the proportion attaining the DfE's definition of good level of development in RBWM for 2018 increased to 55% compared to previous year 44%. This level remains below the national average.

Improve disadvantaged pupil attainment at KS2	UNMET Our disadvantaged position decreased from 148 th to 150 th this year.	The proportion of disadvantaged pupils achieving the expected standard for all of reading, writing and mathematics decreased from 41% (pupil no. 228) to 35% (pupil no. 263). At KS2, our score of 35% is a decrease upon our 2018 performance (41%) and placed us 150 th in the LA rankings, which is within the bottom 20% of local authorities. The FSM / non-FSM gap is still very large and is widening. However, with only 263 pupils, the 3 rd smallest cohort in the country, every Royal Borough FSM pupil at KS2 is worth nearly 1% point in our result
Increase the proportion of 16 and 17 year olds known to be in employment, education or training (91% - 95%)	MET We have met this target, with 92.5% of pupils known to be in employment, education or training.	Recent reinstated tracking work means that the proportion of pupils whose participation is formally 'unknown' is 7.5% this year (December 2019 figure). This is four percentage points higher than the England average of 3.5% for the same period.

Ofsted judgements of school quality

2.3 17 schools were inspected during the academic year 2018-19. Of those 17 inspections, five schools improved their judgement while 10 schools remained unchanged and 2 declined. Out of the 17 schools inspected, 6 schools were inspected under the new Ofsted framework that came into force in September 2019 including the RBWM Alternative Provision (RISE) that increased its judgement from Requires Improvement to Good.

2.4 The percentage of schools judged to be Good or Outstanding in RBWM at the end of academic year 2017-18 was 94% which is above the national average which has fallen slightly to 86%.

Within the five schools that had improved three went from Requires Improvement to Good and two went from Good to Outstanding. Within the two the schools that declined one went from Outstanding to Good and the other from Good to Requires Improvement.

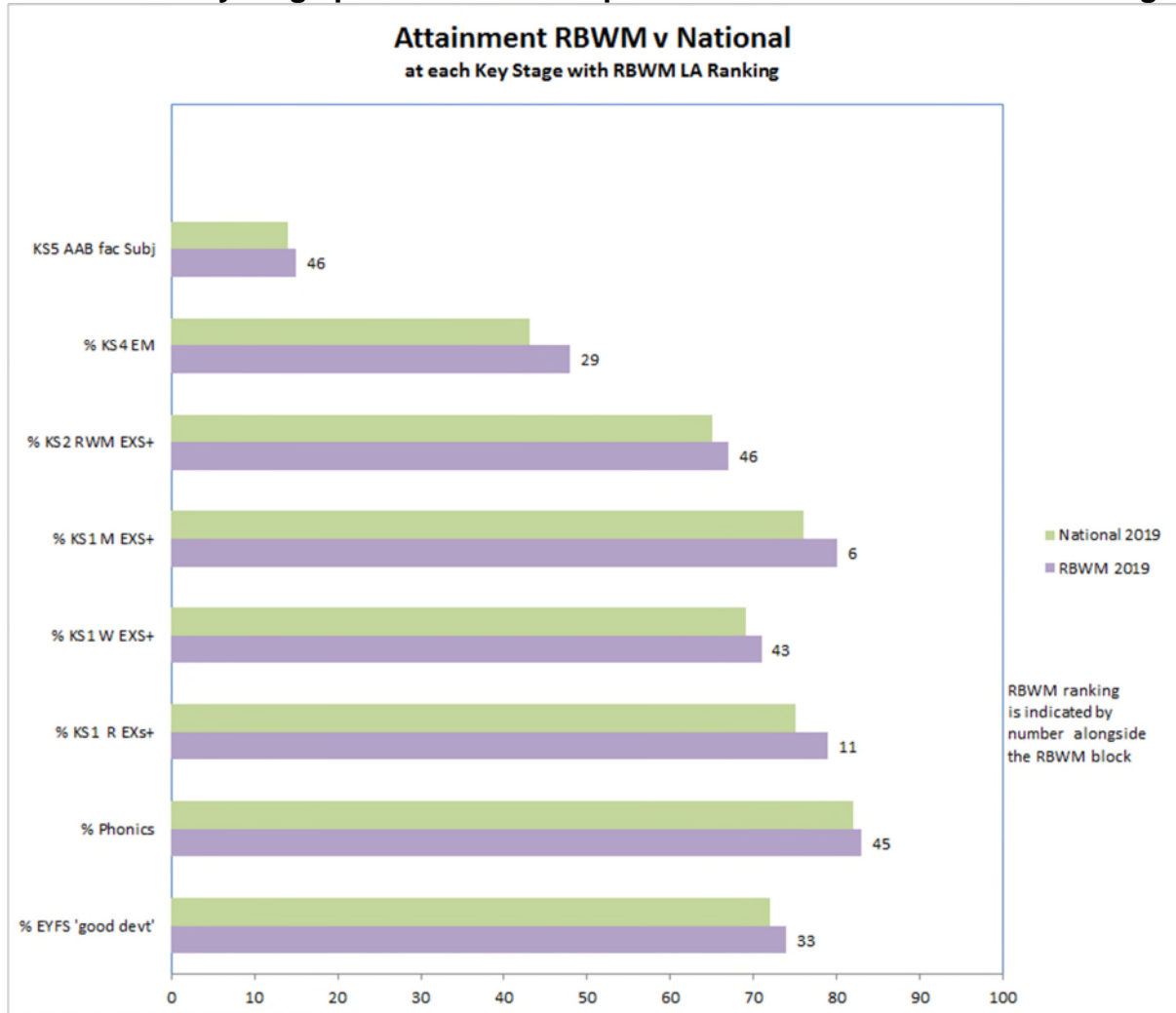
2.5 At March 2020, there are only four schools in RBWM which currently have a judgement of Requires Improvement. Two of those schools have converted to Academy status however one of the schools is due an Ofsted inspection within the next term. One of the two remaining maintained schools is also expected to be inspected this term.

2.6 Through visits and monitoring the school link advisors will continue to ensure that there are robust Ofsted action plans in place with all four schools seeking to improve their judgement to at least Good.

Overall attainment for all pupils

- 2.7 The data in Appendix B sets out attainment and progress results from the 2018-19 academic years, covering all of the different measures that the Department for Education specifies for education. Overall for all pupils, schools in the borough outperformed the national average level of attainment at all Key Stages. The Royal Borough has maintained its broad position as top 30% Local Authority for attainment in 2018-19.
- 2.8 The level of attainment against each benchmark and the relative ranking against the 150 education authorities in England which publish statistics is summarised in Chart 1.

Chart 1: All key stage performance at expected standard and national ranking



- 2.9 In 2017 reformed GCSEs in English and maths were introduced. Reformed GCSEs in a much wider range of subjects were introduced in 2018 and again in 2019. This means that most GCSEs are graded 9 to 1 and attract performance table points on a 9 to 1 scale. A further, much smaller number of reformed GCSEs will follow in 2020. Overall 48% of pupils in Windsor and Maidenhead achieved English and Maths GCSE at grade 5 or above. State funded schools nationally achieved 43%.
- 2.10 The percentage of Royal Borough pupils attaining English and Maths GCSE at grade 4 or above is 72%. This is well above the state funded national figure of 65%. It is also similar to the percentage of children who achieved a grade C or

above in English and Maths in 2016 (prior to GCSE reforms) which was 73% for the Royal Borough.

- 2.11 The benchmark for Key Stage 4 is called Attainment 8. This is based on students' attainment measured across eight subjects: English and Maths (both double-weighted), three other English Baccalaureate subjects and three further approved subjects which can include vocational qualifications. For 2019, points are awarded for GCSEs which range from 9 points to 1 point for the reformed GCSEs and 8.5 points for an A* to 1 point for a G for unreformed subjects. The average Attainment 8 score across RBWM was 50.2, above the national average of 46.7.
- 2.12 The 2018-19 Key Stage 2 results across the borough indicate that the proportion of pupils achieving the new 'expected standard' in the headline measure of Reading & Writing & Maths has declined while remaining above national average overall, but below national for six of our sub-groups – Boys, Disadvantaged, Free School Meal (FSM) pupils and English as an Additional Language. All groups will continue to be monitored by School Link Advisors. The Education Improvement group has been looking at a system wide approach for these groups which includes working with other education services as appropriate.

Table 2: Key Stage 2: Reading + Writing + Maths by pupil characteristic

Group	Pupils 2019	RWM %L4+	RWM % Exp	% attaining expected standard Reading+Writing+Maths			LA Ranking
		2017	2018	2019	National 2019	+/- National	2018
All	1591	66	69	67	65	2	=32
Girls	774	66	75	76	70	6	=13
Boys	817	67	63	59	60	-1	=47
FSM	133*	40	32	29	47	-18	=148
Non-FSM	1458*	68	71	71	68	3	=38
Disadvantaged	263*	44	41	35	51	-16	=142
Non-Disadv	1328*	71	73	73	71	2	=48
SEN	345*	23	23	29*	22	7	26 th
SEN – with EHC	78*	6	10	6*	9	-3	109 th
Non-SEN	1168*	77	79	78*	74	4	44 th
Not 1 st Lang Eng	248*	62	62	60*	64	-4	123 rd
First Lang Eng	1332*	67	70	69*	65	4	32 nd
Asian	255*	69	69	63	69	-6	129 th
Black	22*	58	64	36	64	-28	145 th
Mixed	138*	64	64	67	66	1	68 th
White	1122*	67	69	69	64	5	25 th

Source: DfE SFR except * = Underlying Data used for SFR

The performance of disadvantaged pupils

- 2.13 The Government provides statistics about pupils who are eligible for free school meals at the time they sat their exams. This was a cohort of 133 pupils at Key Stage 2 and 103 pupils at Key Stage 4. These pupils are included in a cohort called disadvantaged pupils which includes those who have been eligible for free school meals at any time in the last six years and children in care of a local authority on the roll of a school. This wider group totals 263 pupils in Key Stage 2 and 217 pupils in Key Stage 4. This group attract additional funding called Pupil Premium and is commonly used for comparative purposes. The three year trend for the disadvantaged groups is set out in Table 3.

Table 3: RBWM disadvantaged attainment by phase – three year trend

	EYFS 'good dev'	Phonics	KS1 EXS+ Reading	KS1 EXS+ Writing	KS1 EXS+ Maths	KS2 EXS+ RWM	KS4 9- 5 pass Eng & Maths
2019 RBWM Disadvantaged	55% (+11%)	74% (+1%)	65% (+2%)	55% (=)	58% (=)	35% (-6%)	30% (+1%)
Disadvantaged pupils on role 2019	110	131	185	185	185	263	217
2018 RBWM Disadvantaged	44%	73%	63%	55%	58%	41%	29%
Disadvantaged pupils on role 2018	100	161	167	167	167	226	194
2017 RBWM Disadvantaged	52%	71%	63%	54%	62%	44%	29%
*2019 National Disadvantaged	57% (=)	72% (=)	62% (=)	62% (+7%)	62% (-1)	51% (=)	25% (=)
2018 National Disadvantaged	57%	72%	62%	55%	63%	51%	25%
2017 National Disadvantaged	56%	70%	63%	54%	62%	48%	25%

(Figures in brackets show year on year change in attainment)

Note 1 – Disadvantaged data is published officially by DFE for National Phonics and KS1 subjects – LA data NOT published officially

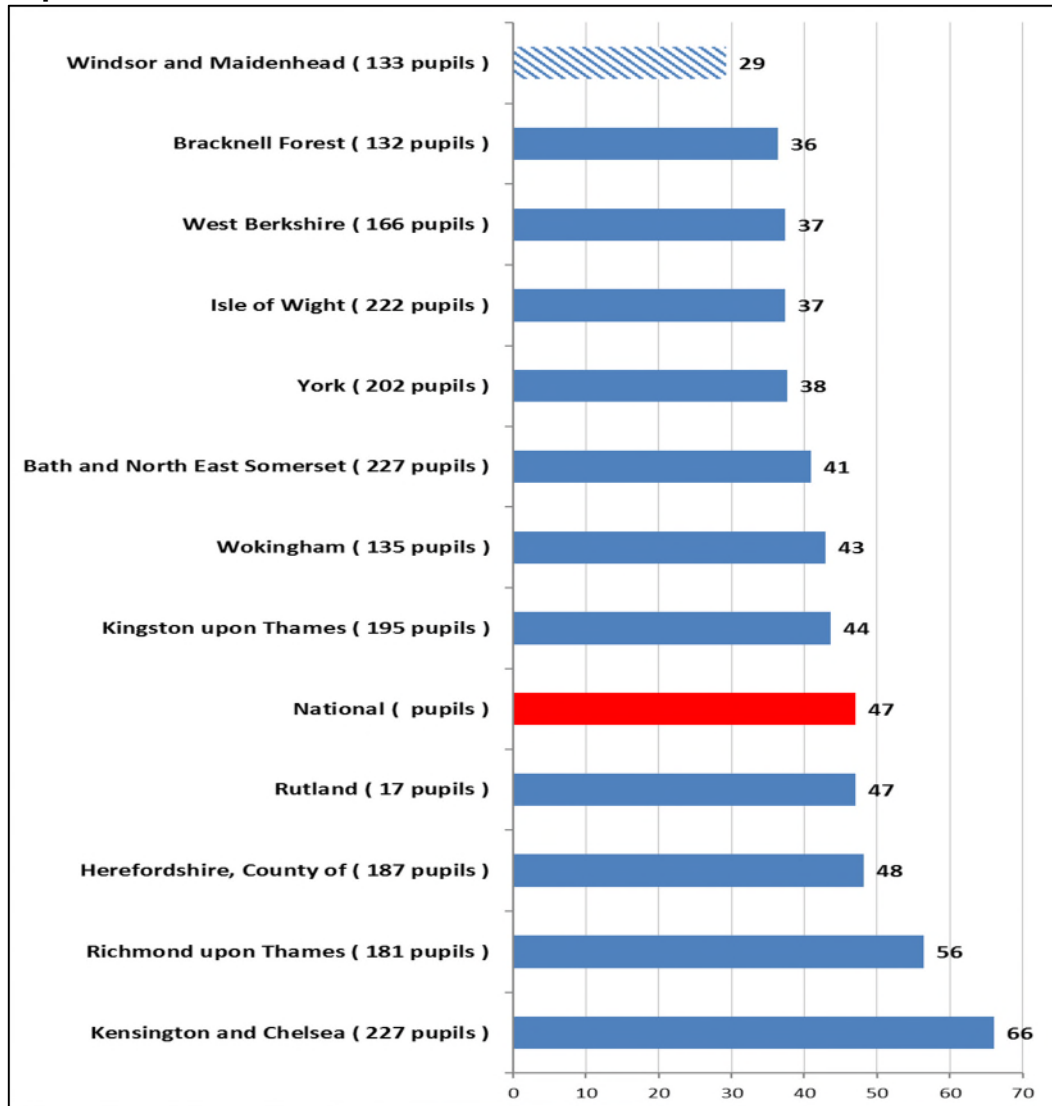
Note 2 – Only FSM data is published for EYFS at either National or Local level

- 2.14 Table 3 shows that for EYFS the percentage of pupils reaching the expected good level of development increased by 11% points and in phonics increased by 1% points. At KS1, attainment in writing and maths was maintained but reading increased by 2% points.
- 2.15 In English and Maths GCSE attainment was maintained and remains ahead of national average.
- 2.16 KS2 showed a decrease in attainment by -6% points. Despite the KS2 disadvantaged cohort size increasing last academic year, with only 263 pupils which is the 3rd smallest cohort in the country when you discount The Isles of Scilly and the City of London, every Royal Borough FSM pupil is worth nearly 1%

of the result. Thus a small number of children gaining the expected standard would have improved our result and ranking significantly.

- 2.17 It should also be noted that 8 of the 12 LAs with the smallest cohorts of FSM pupils (fewer than 230 pupils) failed to exceed the national average of 47% (see Chart 2). This group includes Bracknell Forest (36%), W Berkshire (37%), Wokingham (43%), and Kingston upon Thames (44%). Also of note is that the very high attaining authority of Richmond upon Thames, which is in this group, continues to have a larger gap than the national (27% points vs 21% points).

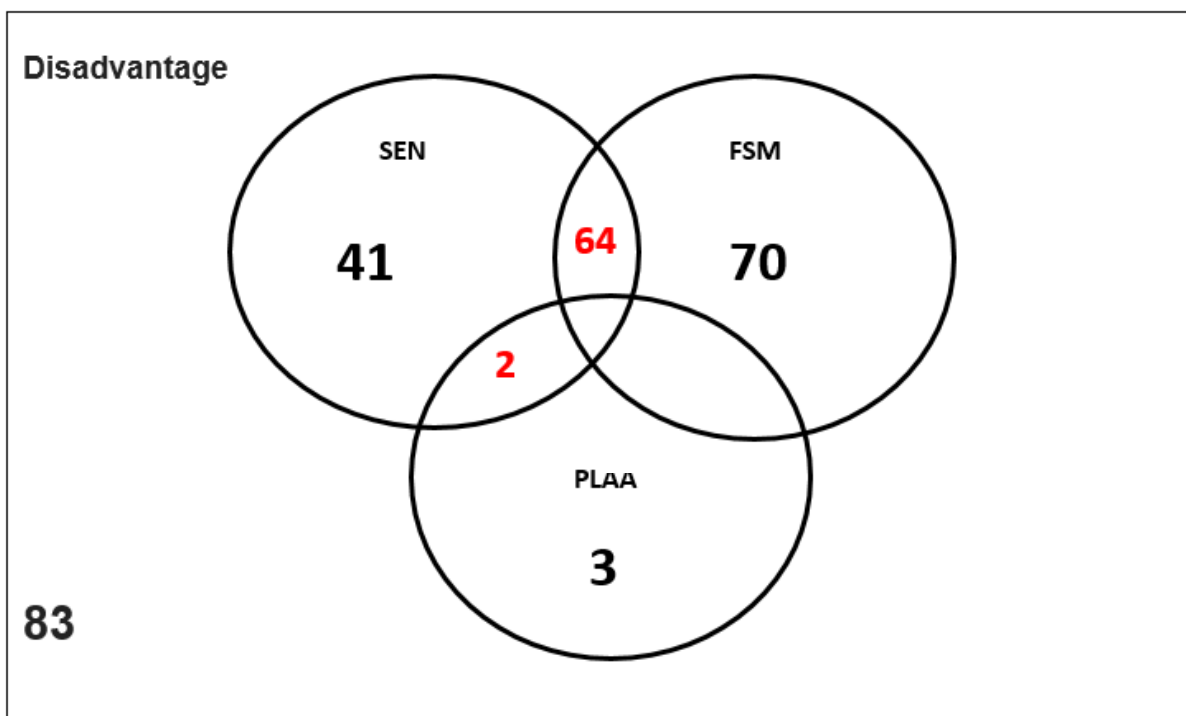
Chart 2: Percentage of 2019 KS2 disadvantaged pupils reaching the expected standard or above for twelve smallest LA cohorts



- 2.18 The small size of our cohort means many of the systemic interventions that are considered to be best practice do not work effectively as most schools have just one or two disadvantaged pupils in a class. It is more important than ever that schools have the core building blocks for strong performance in place focusing on Quality First Teaching through our termly Pupil Premium Networks and the intervention of our Early Years Pupil Premium Project which has contributed to our increase in %points in Early Years, Phonics and KS1.

- 2.19 When Ofsted inspect schools, their focus on Pupil Premium is inevitable, as part of the new Ofsted Education Inspection Framework (EIF) inspectors will want to see that the funding is being spent on effective strategies and initiatives and that the school's leadership is monitoring and managing this well.
- 2.20 While there are no published metrics, it should be noted that Ofsted have not made any recommendations for an independent pupil premium review in any RBWM schools and state that 94% of our pupils have a good or outstanding quality of education. This suggests that this cohort is more complex than simple deprivation and many barriers to learning will affect outcomes of pupils.
- 2.21 Analysis of the small Key Stage 2 cohort of 263 disadvantaged pupils is shown pictorially in chart 4 which breaks down disadvantage into four elements:
- FSM – those pupils meeting the poverty description at the time of the examination.
 - SEN – those pupils who are also considered to be in the group with additional needs.
 - PLA – Pupils, who are in the care of the local authority and, as such, get support from the Virtual School.
 - Pupil Premium – pupils who have experienced poverty at some point in the past six years.

Chart 4: Complex needs for disadvantaged for pupils at key stage 2 – learning barriers



- 2.22 41% of the cohort (107/263) also has additional needs. The group data in table 2 suggests this group achieves on par with the national cohort but at a lower level than the wider disadvantaged cohort. Analysis shows that only **6%** of these pupils achieved the benchmark standard.
- 2.23 37% of the cohort (83/263) appears to have moved out of the circumstances that made them eligible for Free School Meals initially and have no other needs. Analysis shows that **68%** of these pupils achieved the benchmark standard which is consistent with the overall level of attainment in local schools.
- 2.24 27% of the cohorts (70/263) were living with the impact of low income at the time of the exam. Analysis shows that **47%** of these pupils achieved the benchmark standard.
- 2.25 This analysis suggests the attainment of the small cohort is driven by two factors:
- The proportion of pupils with additional needs
 - The consequences of dealing with poverty at the time of the tests.
- 2.26 School Link Advisors who are funded by the Royal Borough will be asking schools to understand the complexity of their disadvantaged pupils in light of this analysis and revising their pupil premium plan to focus on individual pupils in Key Stage 2 as part of a multi-year strategy to support this cohort.
- 2.27 The national best practice interventions seem to have some impact for those pupils only dealing with limited financial support at home. For 2020/21 and 2021/22 we will focus more closely on the “multiple barriers to learning” group (SEN, FSM and PP) and working with schools to develop individual learning plans to enhance their learning and outcomes. We will share the expertise of the virtual school who develop Personal Education Plans for pupils in our care.

- 2.28 It will take a couple of years for this new strategy to show a significant improvement. We will be targeting national exam results in summer 2022 so we have a stepped approach towards that target starting in 2020.
- 2.29 The Royal Borough will continue to support schools regarding the outcomes of disadvantaged pupils in its school improvement role in order to help narrow the gap and Appendix C highlights the support the schools and settings are receiving.
- 2.30 Work continues from last year for schools to understand the barriers to learning for the disadvantaged groups and plans to address these needs are in place through the termly Pupil Premium Network meetings. This still remains a challenge for most schools with small cohorts as resources are limited for sustained targeted intervention.
- A Pupil Premium Champion network continues which enables schools to hear about some of the latest research, share good practice and raise expectations for all pupils. Over 40 schools attended the meeting last term, including both primary and secondary schools.
 - Following the Pupil Premium Champion Meeting the link Advisors will be offering bespoke support to schools if they want to implement any of the strategies shared at the meeting
 - Pupil Premium training for staff and governors allows schools to undertake their own specific gap analysis.
 - This year the Royal Borough is focusing on leadership accountability, where possible, to ensure that disadvantaged outcomes become part of a whole school objective through performance management
 - Pupil Premium training will be part of the Newly Qualified Teachers and RBWM Initial Teacher Trainees programme which explores latest research, identifies barriers to learning and looks at best practice regarding quality first teaching.
- 2.31 At the end of academic year 2018-19, the Royal Borough once again ran a Pupil Premium Summer Camp. The summer camp was open to all disadvantaged pupils in years five and six coming from low income families. Schools were asked to approach those who were not expected to have a family holiday or engage in significant activity during the summer holiday.
- 2.32 The summer camp was open to Maidenhead (SL6) and Windsor schools. Participation for the SL6 area was funded by a local Maidenhead charity (Spoore Merry and Rixman Foundation) and the other by the (Shanly Foundation Trust).
- 2.33 39% of the pupil premium children from the SL6 Maidenhead area attended the summer camp. 21% of the pupil premium children from the Windsor area attended the summer camp.
- 2.34 The focus was on physical activity, sport and healthy lifestyle activities across a three day programme. The purpose was to explore the transition from primary to secondary school. The camp was based at a secondary school site and facilitated by secondary school PE staff. The programme was focused on developing leadership and team building qualities.
- 2.35 The summer camp offered a reward scheme based on values rather than sporting performance, with a prize-giving ceremony each afternoon where parents and family members were invited to attend. The camp aimed to avoid the traditional team sports that pupils would experience through regular school PE to encourage leadership and team building skills. The children at the summer camp produced a banner of their experiences which was showcased at the end of the event celebrations. Parents attend this celebration.



- 2.36 It is proposed to run something similar this summer and officers are drawing up proposals in consultation with the School Improvement Forum but this year due to the end of the summer term finish dates the summer camp will only run for two days.
- 2.37 The Foundation for Learning (Nursery Federation Teaching School) is working on behalf of RBWM on the Early Years Pupil Premium Project with schools and private and voluntary nurseries and groups, collectively called settings.
- 2.38 The Early Years Pupil Premium matching funding period of two years will finish at the end of the academic year 2020. It is suggested that Schools Forum is approached to extend this funding as this support is having impact for the early years disadvantaged group as we increased our pupils reaching good level of development in this cohort by 11% points in 2019 vs 2018 (see table 3)
- 2.39 The next steps for leading schools and settings to maintain focus on this small but important cohort include:
- Revised pupil premium training with school commitment to include a research led approach (research packs)
 - School reviews with a focus on 'quality first teaching' for schools with high deprivation cohorts
 - Individualised training dependent on the school's own barriers
 - Pupil premium network meetings for schools and settings.
 - Revised pupil premium plans for schools and targeted support as required.
 - Drop in sessions for Early Years' teachers and practitioners regardless of setting or school.
 - Cluster meetings to share good practice and impact of new ideas that arise and use leaders to champion success stories.

Volatility in the level of permanent exclusions of borough resident pupils

- 2.40 The rate of permanent exclusions had doubled in 2018-19 at 0.014%; the national exclusion rate was 0.1% (on average 10 students in every 10,000 were permanently excluded). In 2018/9 there were 6 Permanent Exclusions in the Primary phase, the number of Permanent Exclusions in the Secondary phase was 25 this year. Table 5 shows the five whole year trend Table 5: Permanent exclusions for RBWM residents

Table 5: Permanent exclusions for RBWM residents

	2014/15	2015/16	2016/7	2017/8	2018/9
Number of pupils*	20	20	21	15	31
% of Total pupils	0.09%	0.09%	0.09%	0.06%	0.14%

Source: Exclusions SFR except 2018/19 (Educational Welfare)

*SFR rounds total pupil numbers to nearest 10

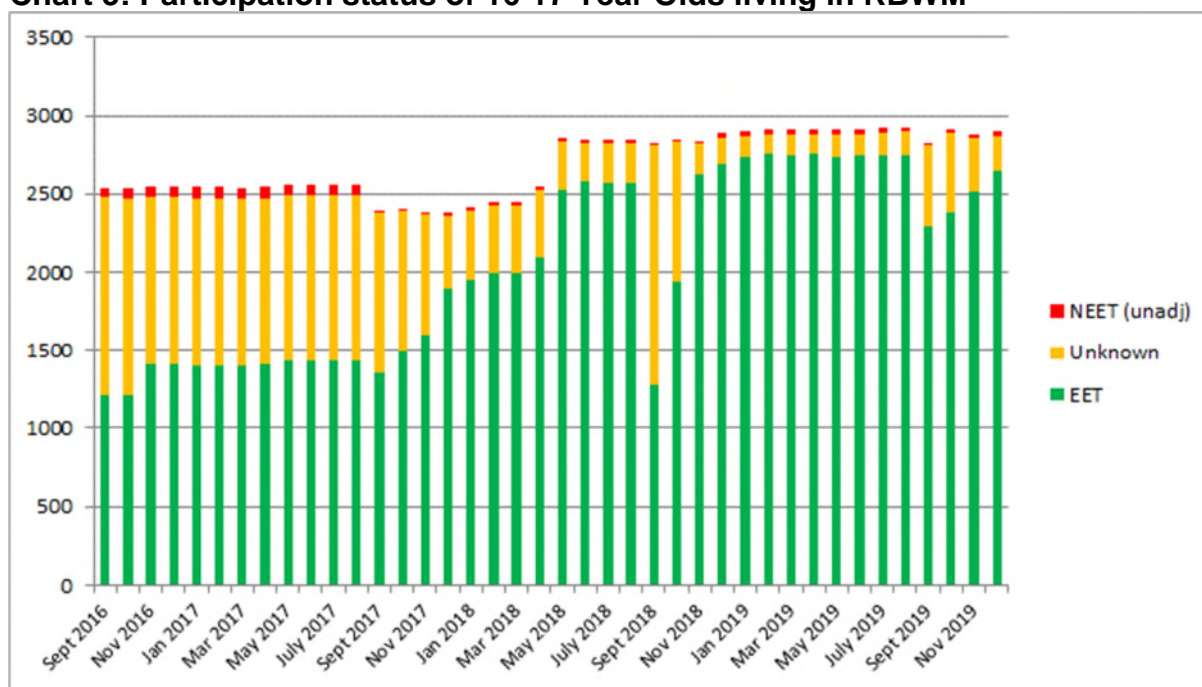
- 2.41 More detailed analysis suggests that the fall in numbers during 2017-18 was due in part to the Royal Borough coordinating more managed moves and jointly funding alternative provision from the high needs block.
- 2.42 The increase in numbers for 2018-19 is thus partly expected and the Royal Borough continues to work with schools to ensure permanent exclusion is only used when it is the appropriate course of action.
- 2.43 For academic year 2017-18 the Royal Borough sourced additional capacity to meet the statutory duty to provide education from day six for all permanently excluded pupils. The high number of excluded pupils contributes to the pressure on the high needs block of the dedicated schools grant. Given the number of exclusions and ongoing requests for the Royal Borough to support alternative provision for those not yet excluded, a higher level of exclusions (10 per 10,000 pupils) was planned for and appropriate provision for this cohort of young people was put in place with Haybrook College. The contracted places at Haybrook College increased from 30 to 35 during the academic year 2018/19 and this will need to expand again in this academic year if current trend continues to increase which will result in further financial pressure on the high needs block.
- 2.44 In the 2018/19 academic year the Schools Forum committed to investing in a project to reduce the risk of exclusions from primary years across the borough and upskill staff in addressing the needs of children and young people with Social, Emotional and Mental Health issues within the primary setting. Funding was allocated to provide support to 12 schools across 2 academic years (2019/20 and 2020/20). This was to pay for an experienced SEMH Coordinator and 2 SEMH Coach/Mentors to work 1:1 with a child at risk of permanent exclusion and provide SEMH training to the wider school community.
- 2.45 Currently the project has worked directly with 8 Primary schools and 8 individual children that have SEMH issues (with no EHC plan) to support them and the family to reduce the risk of exclusion. This includes an additional 2 schools where a child was on the cusp of permanent exclusion.

- 2.46 The SEMH Co-ordinator conducts a home visit to identify strengths and weaknesses. The SEMH Coach/Mentor works 1:1 with the child on strategies and improving the needs of the child. They also coach and train all school staff.
- 2.47 Training is delivered to the whole staff by the SEN Consultant and SEMH Co-ordinator to embed best practice and empower staff to meet the needs of the growing cohort of children presenting with SEMH and improve quality first teaching. This has also been delivered to schools not directly receiving 1:1 support in order to build capacity and affect change where the need arises.
- 2.48 The project continues for the half term after the SEMH Coach/Mentor has moved onto the next school placement to ensure embedded practice and the sustainability of school improvement.
- 2.49 The SEMH Coordinator and SEND Consultant also support additional schools with individual advice and guidance when a child presents with significant needs and is impacting upon the school community. They liaise with significant stakeholders from Social Care and other education services to support the school in building capacity to meet the needs of at risk pupils and their families. All children that are within this project have not been excluded from school.

Tracking 16-17 year olds in education, employment and training

- 2.50 During academic year 2014-15, schools became accountable for the destinations of pupils who took their GCSEs at the school. Whilst schools hold the accountability, the Royal Borough has the duty to report to Government.
- 2.51 The average number of 16-17 year olds identified as NEET in RBWM was 26 over the 3 months to December 2019.
- 2.52 The average % NEET for December 2019 was 1.2%. This is the percentage of young people known to be NEET and indicates the minimum proportion of young people that are NEET. This is the less than the England average for the same period of 2.6%.

Chart 5: Participation status of 16-17 Year Olds living in RBWM



- 2.53 The percentage unknown was 7.5% for December 2019. This is four percentage points higher than the England average of 3.5% for the same period. RBWM now uses the same processes as Richmond and Kingston since moving to Achieving for Children and the proportion of 'unknown' has already fallen from 19.7% in 2017 and should fall significantly in the coming months.
- 2.54 The service will maintain the plan of action in collaboration with colleagues from Achieving for Children which means the service will:
- Engage with the current 15 year old cohort (year 11) prior to GCSE examinations to secure their participation intentions for September and to ensure that all settings and young people are aware of the services offered to those at risk of not participating.
 - Exchange data with the schools and colleges during September and October 2020 to confirm those arrangements.
 - Write to the home addresses of those whose status is not confirmed by the data exchange in November 2020 seeking confirmation.
 - Telephone and door knock as required to minimise the number of young people whose status is still not known.

3. KEY IMPLICATIONS

- 3.1 The analysis and recommendations set out in Section 2 support the same four key implications that remain a focus from last year. Targets have been reviewed and reset as appropriate.

Table 6: Key Implications

Outcome	Unmet	Met	Exceeded	Significantly Exceeded	Date of delivery
% of all state funded schools are judged to be Good or Outstanding	<88%	92%-95%	96%-97%	>97%	31 March 2021
Improve FSM pupil attainment at EYFS so that RBWM is ranked at least 80 th	>80 th	80 th – 70 th	71 th -60 th	<60 th	Aug 2020 (National Validated data in February 2021)
Improve disadvantaged pupil attainment at KS2	>110 th	110 th - 100 th	100 th -90 th	<80 th	Aug 2020 (National Validated data in February 2021)
Increase the proportion of 16 and 17 year olds known to be in employment, education or training	<91%	91%-95%	96%-98%	>98%	January 2021

Outcome	Unmet	Met	Exceeded	Significantly Exceeded	Date of delivery
Decreased the number of excluded pupils within RBWM	25	20	15	10	January 2021

4. FINANCIAL DETAILS / VALUE FOR MONEY

- 4.1 The Government has delayed changes to the national funding formula. There is no set date for transition from the Government. For these transitional years local authorities will determine the final funding allocations to schools through a local formula, along with the school's annual growth fund, falling rolls fund and any agreed movement to the high needs block. To limit the impact on RBWM schools, in agreement with Schools Forum, where possible the local formula has moved towards the National Funding arrangements.
- 4.2 The ESFA September 2019 funding announcement for 2020/21 confirmed a three year increase in national funding for schools totalling £14bn. This increase equates to a 4.3% increase in RBWM school budgets from 2020/21. This increased funding has been allocated through the local schools formula as agreed in conjunction with RBWM Schools Forum.
- 4.3 Throughout 2019/20 the in-year monitoring has shown a consistent level of pressure on budgets financed by the dedicated schools grant, with a projected deficit carry forward as at 31 March 2020 of circa £1,000,000. This deficit may impact future levels of delegated schools budget and the council continues to work with the Schools Forum to find effective ways to reduce this pressure.

5. LEGAL IMPLICATIONS

- 5.1 The Royal Borough is accountable for the performance of maintained schools, both Community and Voluntary Controlled, including as the employer. This includes a statutory duty for school improvement which extends to Voluntary Aided schools.
- 5.2 With the advent of Academy schools and Free Schools, the Royal Borough has no statutory role to provide school improvement services for these schools. That responsibility now sits with the Trust accountable for the Academy with oversight from the Regional Schools Commissioner for North West London and the South.

6. RISK MANAGEMENT

Table 7: Risk Management

Risks	Uncontrolled Risk	Controls	Controlled Risk
Academy schools decide to not collaborate with the action plans set out in this report	MEDIUM	Ensure Academy schools and the Regional Schools commissioner are fully aware of the support being offered by the	LOW

Risks	Uncontrolled Risk	Controls	Controlled Risk
		Royal Borough	

7. CONSULTATION

- 7.1 The headlined un-validated performance data was shared with schools at the Education Leadership Forum in November 2019.
- 7.2 The data pack will be circulated to schools immediately following the publication of this report.

8. TIMETABLE FOR IMPLEMENTATION

- 8.1 The data presented relates to attainment in the past academic year 2018-19. Actions to address priorities for improvement are being implemented during the current academic year, 2019-20 and action is ongoing.

9. APPENDICES

This report has four appendices

- A: A glossary of education terms.
- B: Primary and Secondary Phase Results Summary 2018-19.
- C: Disadvantage Support
- D: The RBWM Education Data Pack. Academic Year 2018-19. (available electronically)

10. BACKGROUND DOCUMENTS

- 10.1 Disadvantaged gap widens in English and Maths. <https://epi.org.uk/publications-and-research/secondary-school-performance-tables-2018-disadvantage-gap-widens-in-english-and-maths/>

11. CONSULTATION (MANDATORY)

Name of consultee	Post held	Date sent	Date returned
Cllr S Carroll	Lead Member for Adult Social Care, Children's Services, Health and Mental Health	06/03/20	
Duncan Sharkey	Managing Director	13.03.20	
Adele Taylor	Director of Resources	13.03.20	
Elaine Browne	Head of Law	13.03.20	
Mary Severin	Monitoring Officer	13.03.20	
Kevin McDaniel	Director of Children's Services	02.03.20	04/03/20
Russell O'Keefe	Executive Director of Place		
Hilary Hall	Director of Adults, Health and Commissioning	13.03.20	15/03/20
Nikki Craig	Head of HR, Corporate Projects and ICT	13.03.20	18.03.20

Name of consultee	Post held	Date sent	Date returned
Louisa Dean	Communications	13.03.20	
Karen Shepherd	Head of Governance	13.03.20	13.03.20
Lynne Lidster	Head of Commissioning – People	13.03.20	

REPORT HISTORY

Decision type: For information	Urgency item? No	To Follow item? No
Report Author: Clive Haines, School Leadership Development Manager 01628 796960		

Appendix A: A glossary of relevant Education Terms

A.1 This Appendix sets out a number of terms used in this report and notes in particular where they are different to previous terms, measures or definitions.

Term	Description	Replaces	Comparable
Good Level of Development	Early years measure of a pupil's ability in 10 areas. Assessed by professionals in the setting against a national definition and curriculum.		
Expected Standard (EXS)	Judgement informed by mixture of assessment and tests by professionals in primary age classes against broad standards but not curriculum.	Numeric levels	No
Progress 8	A measure at Key Stage 4 calculated for each student based on the change in their attainment between Key Stage 2 and Key Stage 4. Spread over 8 subjects with a national definition for calculation. School, LA and national figures are a simple aggregation process.	Value added measures	No
Attainment 8	Attainment in 8 subjects including English and Maths, 3 EBACC subjects and 3 others	5+ A*-C grades	No
English and Maths	A pupil meets this criteria if they achieve a grade 5 or above in GCSE maths and one or more of English Language or Literature.	5+ A*-C inc English and Maths	Similar
Free School Meals	A family is considered Eligible for Free School meals if their financial circumstances meet the DWP thresholds at a given point in time.		
Disadvantaged pupils	Have been eligible for Free School Meals at some point in the last six years. This is known as Ever6 or EverFSM. The data set includes Children in Care who are on the roll of a school.		
Pupil Premium	Is additional funding provided to a school for each pupil identified in their census as being Ever6. Currently £1900 per school year.		
Pupil Premium Plus	Is additional funding provided to local authorities, via the Virtual Head to support the educational progress of Children in Care. It is a nominal £1900 per child per year and normally provided to the school to support the objectives of the Personal Education Plan.		
Not Known Status	A pupil aged 16 or 17 is considered to have a "not known" status if their current participation cannot be recorded with sufficient detail of the education/training element. This includes detailed course, timetable and attendance information		

Appendix C: Disadvantaged Support

2019-20:

Link advisors monitored plans developed previously and ensured the gap analysis was still current during school visits.

Where link advisors were invited to attend head teachers' appraisals, they ensured that one of the targets was linked to disadvantaged progress.

Continue with termly Network Meetings for Pupil Premium Champions and focus on a three year strategies to improve the attainment of Pupil Premium Children

Summer Camp scheduled for disadvantaged pupils July 2020.

Foundations for Learning commissioned to lead on Early Years Pupil Premium project, with the following activities:

- Conference arranged to address barriers and working with delegates to make their own action plans, based on the needs of their own pupil premium children.
- Special Leaders in Education visited schools and settings and offered continued support and training based on individual needs.
- Moderation contained at least one child in receipt of pupil premium and this year will focus on at least two children per cohort.
- All settings in the project will be asked to contact schools to ensure that successful transition arrangements are in place for children in receipt of pupil premium funding.
- Early years network meetings to share good practice across all settings
- Schools have worked with an EY advisor to put together an action plan for their PP children.
- Learning walks and feedback to leaders to discuss how the environment might change to support all children in particular those in receipt of EYPP.
- Additional money has been given to the schools so that they can implement their action plans this has included resources, training and parent engagement opportunities.
- Baseline data has been collected from schools to enable the tracking of children in receipt of PP. Data collected again in March will enable us to see how many children are likely to miss their GLD and so we can begin to plan to close the gap where possible before July 2020.

Report Title:	Modern Workplace Project - Phase 2 – award of new contract
Contains Confidential or Exempt Information?	Yes – Part II appendix only – Not for publication by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972.
Member reporting:	Councillor Rayner, Deputy Leader of the Council, Lead Member Resident and Leisure Services, IT, HR, Legal, Performance Management and Windsor
Meeting and Date:	Cabinet, 26 March 2020
Responsible Officer(s):	Adele Taylor, Director of Resources, s151 Officer
Wards affected:	None

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REPORT SUMMARY

1. Phase 1 of the desktop replacement project will be completed by the end of March 2020. The project was initiated to replace the existing “thin client” hardware that has come to the end of its useful life. Phase 2 – will complete the rollout to the remaining areas of the Royal Borough including Library and Resident Services, Museums, Achieving for Children and Optalis. The IT training room, Town Hall reception and Emergency Operational Centre at Tinkers Lane are included in Phase 2 and other meeting rooms as appropriate.
2. Procurement for Phase 2 laptop devices will be carried out through a government framework contract. Funding of £800,000 has been approved as part of the 2020/21 capital programme.
3. A rolling device replacement programme should ideally be built into future budgets to ensure that the technology used by the council remains fit for purpose.

1. DETAILS OF RECOMMENDATION(S)

RECOMMENDATION:

- i) **Delegate to the Director of Resources, in consultation with the Lead Member for HR, Legal, IT, Resident and Leisure Services and Performance Management, approval to award a contract for the supply of the new IT equipment for Phase 2 of the Modern Workplace project (MWP), provided it is within the approved £800,000 budget.**

2. REASON(S) FOR RECOMMENDATION(S) AND OPTIONS CONSIDERED

- 2.1 The current desktop environment has been in place for over seven years. It has come to the end of its useful life and system availability for staff has been impacted due to this.

- 2.2 Phase 2 will ensure that all users are utilising the same equipment throughout the IT estate, facilitating smarter working and simplifying support and maintenance.
- 2.3 Several neighbouring councils have successfully changed their desktop IT equipment for mobile devices, running Microsoft products. These include Reading, Bracknell Forest, Wokingham and West Berks.
- 2.4 A plan is also being developed to ensure a rolling device replacement programme is in place and built into future capital budgets and that the technology used by the council remains fit for purpose.

Options

Table 1: Options arising from this report

Option	Comments
Notes the proposed procurement exercise for modern workplace phase 2 hardware and delegates the award of the final contract as set out in the report recommendation. This is the recommended option.	Enables the contract to be awarded on completion of the tender using a government framework and order to be placed in May 2020.
Do not approve to delegate authority to award the contract.	Implementation of roll-out will be delayed and will be unlikely to complete before the end of the calendar year.

3. KEY IMPLICATIONS

- 3.1 Key implications are shown in Table 2.

Table 2: Key Implications

Outcome –	Unmet	Met	Exceeded	Significantly Exceeded	Date of delivery
Contract awarded and order placed.	31 May 2020	1 May 2020			1 May 2020
Roll out and implementation concluded	31 December 2020	31 October 2020		30 September 2020	31 October 2020

4. FINANCIAL DETAILS / VALUE FOR MONEY

- 4.1 A capital budget of £800,000 has been approved as part of the 2020/21 capital programme. Cost estimates based on costs for Phase 1 are contained in appendix A.
- 4.2 The accounting policy allows for depreciation between four and 10-years. These devices will be depreciated over four years. The cost of borrowing the full £800,000 over four years is £213,000 pa.

4.3 Unless revenue funding is put aside for replacement hardware each year there will be an additional cost arising when these PCs reach the end of their useful life.

5. LEGAL IMPLICATIONS

5.1 Assistance to complete this procurement exercise and contract award is being provided by the corporate procurement team. The procurement is being carried out on accordance with the Public contracts Regulations 2015.

6. RISK MANAGEMENT

6.1 The following risks have been identified.

Table 3: Impact of risk and mitigation

Risks	Uncontrolled risk	Controls	Controlled risk
Delays to delivery of hardware.	Likely to cause slippage to the completion date of the project.	Build timescales for delivery into the tender requirements.	Reduced likelihood of slippage.

7. POTENTIAL IMPACTS

7.1 Equalities - none

7.2 Climate change/sustainability -all redundant equipment will be disposed of appropriately, giving due consideration to environmental impact and re-use of components where possible.

7.3 Data Protection/GDPR - There are no aspects of GDPR in this contract award.

8. CONSULTATION

8.1 Consultation has been carried out with corporate leadership team and the lead member.

9. TIMETABLE FOR IMPLEMENTATION

9.1 The implementation stages are set out in table 6.

Table 4: Implementation timetable

Date	Details
March 2020	Cabinet review/approve delegated authority
Early May 2020	Confirmation of Award
May 2020	Orders raised
June 2020	Phase 2 rollout commences
End Sept 2020 (est.)	Phase 2 rollout complete

10. APPENDICES

- 10.1 This report has one Part II appendix – Cost of Modern Workplace Phase 2 - **Not for publication by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972**

11. BACKGROUND DOCUMENTS

None

12. CONSULTATION (MANDATORY)

Name of consultee	Post held	Date sent	Date returned
Cllr Rayner	Deputy Leader of the Council, Lead Member Resident and Leisure Services, IT, HR, Legal, Performance Management and Windsor	26/02/2020	27/02/2020
Duncan Sharkey	Managing Director	26/02/2020	27/02/2020
Russell O'Keefe	Executive Director	26/02/2020	
Adele Taylor	Director of Resources	26/02/2020	27/02/2020
Hilary Hall	Director of Adults, Commissioning and Health	26/02/2020	27/02/2020
Kevin McDaniel	Director of Children's Services	26/02/2020	27/02/2020
Peter Robinson	Interim Deputy Section 151 Officer	25/02/2020	25/02/2020
Elaine Browne	Head of Law	26/02/2020	25/02/2020
Louisa Dean	Communications	26/02/2020	25/02/2020
Karen Shepherd	Head of Governance	26/02/2020	27/02/2020

REPORT HISTORY

Decision type: Non-key decision	Urgency item? No	To Follow item? No
Report Author: Nikki Craig, Head of HR, Corporate Projects and IT		

Agenda Item 8

By virtue of paragraph(s) 1, 2, 3, 4, 5, 6, 7 of Part 1 of Schedule 12A of the Local Government Act 1972.

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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