

## LEARNING AND CULTURE SCRUTINY COMMITTEE

Minutes of a meeting held on 13<sup>th</sup> February, 2020.

Present: Councillor G.C. Kemp (Chairman); Councillor Ms. R.M. Birch (Vice-Chairman); Councillors A.R.T. Davies, S.J. Griffiths, N.P. Hodges, Mrs. J.M. Norman, Mrs. S.D. Perkes and N.C. Thomas.

Co-opted Member: Mrs. J. Lynch-Wilson (Parent Governor – Primary Sector).

Non-Voting Observer: Mr. H. Gapper (Welsh Medium Education).

Also present: Councillor L. Burnett (Cabinet Member for Education and Regeneration) and Councillor K.F. McCaffer (Cabinet Member for Leisure, Arts and Culture).

### 680 APOLOGIES FOR ABSENCE –

These were received from Councillors T.H. Jarvie and A.C. Parker and Dr. M. Price (Roman Catholic Church).

### 681 MINUTES –

RECOMMENDED – T H A T the minutes of the meeting held on 16<sup>th</sup> January, 2020 be approved as a correct record.

### 682 DECLARATIONS OF INTEREST –

No declarations were received.

### 683 PRESENTATION – ADULT COMMUNITY LEARNING –

The Culture and Community Learning Manager and the Prevention and Partnership Manager provided a joint presentation around Adult Community Learning.

The Prevention and Partnership Manager referred to the main funding elements, the first one being grants for adult learning, for this there were seven main grants which in total amounted to £1.2m. The second budget stream was Employability Funding which contained a significant amount of European Social Fund. In addition, Welsh Government through the Children and Communities Grant would result in seven previous grants being amalgamated into one. Furthermore, the Housing Support Grant linked to employability through Housing Support contracts and worked with landlords to deliver training.

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In terms of the delivery of mainstream programmes, the Culture and Community Learning Manager referred to the priori around languages and essential skills which were defined by Welsh Government as “Literacy in English and / or Welsh and numeracy, as well as English as a second language”.

It was noted that poor literacy and numeracy skills had been among the barriers to social and economic regeneration. It was estimated that over three quarters of a million people in Wales required varying degrees of support to enable them to develop their essential skills. Members noted that the delivery of mainstream programmes included the following:

- Work clubs
- Employable Me
- Vocational skills
- Digital skills
- Sign language
- Welsh language skills
- Personal Development Toolkit (confidence and assertiveness)
- Men’s Sheds
- Journeys through Abuse
- Engagement courses (woodwork, sugar craft, upcycling and grown your own veg)
- Support for mental health (confidence, stress management and pottery)
- Disability Inclusion in Community Education (DICE).

At present courses and programmes were located in over 20 venues across the Vale with over 5,000 learners supported. The Council had a range of partners which operated across the Vale through the Cardiff and Vale Community Learning Partnership and planning of curriculum and delivery was carried out through local stakeholder groups and shared regionally with other learning providers to avoid duplication.

The Culture and Community Learning Manager then referred to the Communities for Work Programme which was jointly funded by Welsh Government and the European Union. This was co-sponsored by the Department of Work and Pensions and was a voluntary service to help people who lived in the old Communities First areas and who required extra help and support to find work. This was split into two age categories, the first those aged between 16 and 24 and the second being those aged over 25. It was noted that funding for this project had been extended to June 2022 but it was currently planned for this to close down by March 2023.

The second key programme was the Inspire to Work project which was a European Social Fund funded programme aimed at supporting young people aged 16-24 who were not in education, employment or training. This began on 1<sup>st</sup> February, 2017 and would run until 31<sup>st</sup> December, 2022. The total project cost was £527,870 with match funding of £290,192 provided by the Vale of Glamorgan.

Although not directly coming under Adult Community Learning, Members were advised that Families First was an important element and contained the Welsh

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Government's Childcare Offer which included a grant of approximately £3m which was administered and delivered by Newport Council.

The Culture and Community Learning Manager then advised Members the Welsh Government was intent upon redistributing Adult Community Learning funding across Wales based on a deprivation formula for the academic years 2020-22. This would see the Vale of Glamorgan's allocation drop by over £100k.

Adult Learning was a non-statutory service and whilst its impact was profound, it remained vulnerable in the time of austerity. Members were advised that it was important to understand how all the frontline services and interventions were interlinked and interdependent. A loss of funding to one area of work would impact on all work of the other services. In addition, there was lack of clarity on future European funding post Brexit.

Finally, the Prevention and Partnership Manager stated that it was important to consider whether budget savings in Adult Community Learning were a false economy. Consideration needed to be given to the impact of any reduction or withdrawal of funding from these frontline services in the longer term, and how this would have a negative effect on the people in the Vale. This included an impact on the following:

- Health and wellbeing;
- Drug / alcohol use;
- Antisocial behaviour;
- Adult literacy / numeracy;
- Resettlement and integration of refugees;
- Youth Support services;
- Digital skills;
- Employability;
- Social Services interventions;
- School attendance;
- Child poverty; and
- Housing and benefits.

The officer stated that this was not just a matter of being morally the right thing to do, these interventions made a huge difference to the overall economy. Each of the above bullet points cost the Local Authority far more in later interventions than these services currently cost. That concluded the officer's presentation.

A Committee Member queried the end date for the Inspire to Work programme, in reply the Prevention and Partnership Manager stated that no specific date had been set but there was an assumption that this programme would end during 2023. The specific date would depend on how much of the money remained and there was still hope the Welsh Government would continue its contributions.

In referring to the £3m allocated by Welsh Government for childcare, a Committee Member queried whether this was a separate source of funding. In reply, the Prevention and Partnership Manager advised that this was the same as Vale of

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Glamorgan's Childcare Offer but this was complicated as Newport Council delivered the service on behalf of the Vale and on a regional basis.

With permission to speak, the Cabinet Member for Education and Regeneration stated that it was important to recognise the vital contribution that the Adult Community Learning Service made which impacted across the Council. It was also important to recognise the level of partnership working being undertaken to support those people that had fallen through the safety net. The Cabinet Member stated how great it was when people turned their lives around and this was testimony to how effective the team had been and how staff worked tirelessly. It was also a joy to see members of the public receiving their certificates during award ceremonies, although the support offered was not a "quick fix", a lot of good work was undertaken.

The Chairman concurred with the views of the Cabinet Member, and it was agreed that the Committee's congratulations would be sent to the team and its staff members.

Subsequently, it was

RECOMMENDED – T H A T the Committee's thanks and appreciation be passed on to staff.

#### Reason for recommendation

In order to offer thanks and appreciation for the hard work and dedication provided by staff.

#### 684 RESHAPING SERVICES – REVIEW OF THE DELIVERY OF THE ARTS SERVICE AND ART CENTRAL (REF) –

On 20<sup>th</sup> January, 2020 Cabinet had approved consultation with staff, Trade Unions, the public and the Art Central Friends Group on a way in which services were provided and on the use of the Art Central Gallery. The report had also been referred to the Learning and Culture Scrutiny Committee for its consideration.

The Head of Strategy, Community Learning and Resources presented the report, which stated that the proposal was to consult on options around the use of Art Central and the Arts Service. He stated that no business case had yet been devised although this was an intention for a later stage.

The Council currently operated a dedicated gallery space, Art Central, which was located adjacent to Barry Library in King Square, Barry, and hosted a number of events throughout the year. These were linked to the performing arts, as well as other events such as talks, seminars, readings, and recitals. The venue attracted visitors to view local, national and international exhibitions through a variety of media.

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The current arts offered provided a variety of pathways to learning and skills, including volunteering and training to bolster career opportunities. As such, a specific outcome was included in the Arts Strategy to review Art Central, which would consider the relevance and purpose of the space and its success or otherwise as an arts space. This review would facilitate dialogue and engagement with parties to ensure that future use and direction reflected the Council's aspirations as well as ensuring the most efficient use of the floor space.

The Gallery also worked closely with Art Central Friends, a dedicated group of volunteers who helped to support the Council's Art Gallery. Their main aim was to assist by promoting and encouraging interest in Art Central and the events they hosted. The Friends hosted a number of events throughout the year including artists' talks; supporting private views; organise various day trips; book launches and other activities. Art Central Friends was an independent voluntary group and its members paid an annual membership fee. The group organised their own events from Art Central and the Council received no income from this organisation.

The Gallery area was 244m<sup>2</sup> (2,628ft<sup>2</sup>) (approx.), currently used solely as an art exhibition space and was located on the ground floor in the Eastern section of the building. The flooring was wood block, high ceilings, the space was light and open with a modern design benefiting from a good level of natural light.

The following table shows footfall figures for the Art Central Gallery and how this had changed in recent years.

| <b>Year</b> | <b>Footfall</b> |
|-------------|-----------------|
| 2016/2017   | 14,774          |
| 2017/2018   | 13,500          |
| 2018/2019   | 12,500          |

The use of the space was calculated using an infrared clicker system, which picked up the number of instances people enter the Gallery. This included those passing through the space to access other areas and organised groups such as schools who visited.

It was noted that these figures did not include those for events to which invited guests attended, which could amount to between 60 and 100 people. It was also noted that the figure for 2018/19 may have declined slightly due to the Mayor's Parlour being vacated in 2018 and relocated to the Civic Offices. The staff who previously occupied this space may have occasionally used this Gallery entrance.

These figures had been compared to the number of visitors to Barry Library, to which the Gallery was adjoined. The report outlined that it could be seen that there were substantially far more visitors to the Library in the same time periods suggesting that visitors to the Library did not visit the Gallery. Again, these figures had been calculated via automatic door sensors into the Library itself.

| <b>Year</b> | <b>Footfall</b> |
|-------------|-----------------|
| 2016/2017   | 232,313         |

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|           |         |
|-----------|---------|
| 2017/2018 | 221,160 |
| 2018/2019 | 241,070 |

The Art Central Gallery was promoted online, along with many other Council services. The number of people seeking information on services online provided a measure of their popularity and the level of public interest in them. The Art Central Gallery webpage was regularly updated and sat within the 'Enjoying' section of the Council's website (<https://www.valeofglamorgan.gov.uk/en/enjoying/Enjoying.aspx>). In the period 1<sup>st</sup> July to 1<sup>st</sup> October 2019, this section of the site received 76,068 pageviews. The number of views of selected sub-pages during this period is shown below:

| Page name               | Pageviews |
|-------------------------|-----------|
| Cosmeston Country Park  | 10,122    |
| Porthkerry Country Park | 6,030     |
| Vale Libraries          | 4,695     |
| Barry Island Beach Huts | 2,478     |
| Community Centres       | 1,463     |
| Art Central Gallery     | 240       |

The following tables show the costs and income for Art Central for the last three years. The costs associated with running the facility include staff costs, supplies and services, running costs, central recharges, and transport.

| Budget                                     | 2017/18  | 2018/19  | 2019/20  |
|--|----------|----------|----------|
| Staff & Running Costs (e.g. utility bills) | £58,330  | £60,350  | £58,901  |
| Central Recharges (including premises)     | £61,611  | £61,920  | £71,519  |
| Total Costs                                | £119,941 | £122,270 | £130,420 |
| Income                                     | -£1,212  | -£1,212  | -£1,212  |
| Total                                      | £118,729 | £121,058 | £129,208 |

In line with the Council's Income Generation and Commercial Opportunities Strategy and the current financial climate, it was considered that costs of operating the Art Central Gallery were unsustainable in terms of subsidy level. As such, other ways of delivering this service at considerably reduced running costs had to be found.

The report advised that the Council needed to consider how and where Arts Services were delivered to improve future flexibility and suitability in line with the Arts Strategy and to reduce running costs for the Council. Prior to formal proposals being considered by Cabinet, it was proposed a consultation exercise be undertaken with the relevant staff group, the public and Art Central Friends as well as involving the relevant Scrutiny Committee (Learning and Culture).

The project had equalities impacts. An initial scoping for equality impacts had been undertaken and a copy was included in Appendix A to the report. This scoping

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identified that the proposals would impact upon customers, staff and Art Central Friends and as such, a full Equality Impact Assessment would be undertaken and informed by the consultation process. This would be included as part of the development of the business case proposals for consideration by Cabinet following the programme of consultation.

The consultation would be widely promoted to ensure responses were received from a wide range of respondents.

The following timeline has been designed to ensure the continuing engagement of staff, Trade Unions, the public and Art Central Friends and the meeting of all statutory and local consultation requirements.

| Key Activity              | Description  | Timescale                                 |
|---------------------------|--|---|
| Pre-Cabinet Preparation   | Information provided to staff and Trade Unions as well as Art Central Friends                  | Monday, 13 <sup>th</sup> January, 2020    |
| Cabinet Report            | Cabinet Report published online  | Tuesday, 14 <sup>th</sup> January, 2020   |
| Cabinet Report            | Cabinet Consideration  | Monday, 20 <sup>th</sup> January, 2020    |
| Consultation              | Consultation process begins  | w/c 3 <sup>rd</sup> February, 2020        |
| Scrutiny Consultation     | Scrutiny consultation  | Thursday, 13 <sup>th</sup> February, 2020 |
| Consultation              | Consultation process ends  | w/c 23 <sup>rd</sup> March, 2020          |
| Business Case Development | Business Case relating to the future of the service developed following consultation exercises | April/May 2020                            |
| Pre- Scrutiny Preparation | Information provided to staff and Trade Unions.  | Early June 2020                           |
| Pre-Cabinet Scrutiny      | Business Case referred to Scrutiny Committee for consideration                                 | June 2020                                 |
| Cabinet Report            | Cabinet Consideration of Business Case   | June/July 2020                            |

The Chairman referred to a document from Unison that was tabled for the Committee's consideration. This outlined the value of the Arts Service and the Art Central Gallery.

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The Committee then welcomed the first of a number of public speakers who had registered prior to the meeting. The Chairman advised that each speaker would be allocated three minutes.

The first public speaker was Ms. Gill Davies, who outlined that she was a volunteer to the Arts Service and had previously been a member of the Art Central Friends. She stated that she had concerns around the financial side of the proposals and the impact on the Friends of the Gallery which was at the heart of the arts in the Vale of Glamorgan. She stated that she would hate for there not to be an art centre as this was the only purpose built art gallery in the Vale of Glamorgan.

The next public speaker was Dr. Jane Salisbury, who stated that she was a volunteer and a Friend to the Art Gallery for over five years. She wanted to highlight the importance of the arts within the new educational curriculum which would come into being in 2022. This not only included conventional art, but also included expressive art, dance and the use of multi-media. Dr. Salisbury added that the Arts Service was currently “stretched” and closer working with schools was needed in order to increase the participation of school children in the arts. She reiterated that the arts were firmly linked to the new curriculum and so there was a need to develop a more responsive programme with schools in the two years leading up to the introduction of the new curriculum. She also advised that there was a digital divide in regard to poverty and so a physical site for the arts was important.

The third public speaker was Mr. Alan Salisbury, who expressed fear for the management of the Art Gallery space and he stated that this could be used more than just a gallery. The report outlined the need for the Gallery to be cost neutral, but Mr. Salisbury stated he did not know of many facilities which did not receive a public subsidy. He therefore posed a question of how costs would be reduced and he referred to the St. Francis facility in Penarth which had been run on a cost neutral basis. Mr. Salisbury then outlined the following ideas in regard to the use of the Gallery:

1. Split the officers from the Gallery as responsibility was too much for one person;
2. The formation of a Management Committee which should be well represented including Elected Members and representatives from all activities including tourism;
3. Create a hub at the Art Central to showcase exhibitions;
4. Stop buying exhibitions which could be rented out more cheaply;
5. Increase activity at the Art Gallery by holding more workshops and events.

A Committee Member asked a point of clarification with regard to the St. Francis facility in Penarth being cost neutral. The Member stated that a direct comparison of running costs at Arts Central was needed. Mr. Salisbury commented that there were sessions as opposed to classes run at St. Francis, with each participant charged a fee to take part. The main point that he was trying to make was that there was a lot more activities and events that could be held which could generate income.



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The fourth public speaker was Mrs. Eve Hart, who stated that she was a professional artist and she would be representing the Vale Art Community. She advised that they had been around for a long time and had pushed hard for the creation of a public gallery in the Vale. Whenever the opportunity had arisen, the community had exhibited in Art Central, both as a group or as individuals. She stated that the role of the creative arts seemed to be completely missing from the consultation report despite it being about the future of the Gallery and the Arts Service. She went on to state that access to culture and the opportunity to participate in and appreciate the arts was a heritage for everyone. The job as Arts Practitioners and Vale Councillors and officers was to facilitate and make the arts accessible to everyone. She further stated that the Gallery was a wonderful space and hosted many great events and exhibitions. This, it was felt, was the best public gallery capable of mounting exhibitions in South Wales and was one of the most highly regarded in the whole of Wales. This was a vital component within the wide ranging Arts Development Service. It was this potential as well as the Gallery that was under threat. Mrs. Hart then referred to the little or no publicity given to the Gallery and to not much effort being made to help the public appreciate that there was a space for the arts. Therefore, more co-operation between the Gallery management and other Council services would assist and make it easy for the public to find their way to the Gallery. Mrs. Hart commented that there was a belief that the arts were for everyone and so there was a need to manage the Arts Development Service differently but that it should remain with the Gallery the most important asset as its hub. This should be developed and supported and was a sign of a vibrant, confident Vale which was a jewel in its crown.

In seeking a point of clarification and with permission to speak, the Cabinet Member for Leisure, Arts and Culture challenged the assertion that there was a suggestion to close the Arts Central gallery. The Cabinet Member stated there was no predetermination for this.

The fifth public speaker was Mrs. Pat Temple-Murray, who began by stating that art was for everyone and not restricted to a particular demographic, age group or ethnicity. She was referring to the whole community. She outlined that she had been attracted to live in Barry by its beauty, beaches and coastline when she soon discovered that Barry had always attracted artists and had a fabulous art gallery in the centre of town. On her retirement, she had helped to develop and organise the Barry Arts Festival with support from the Arts Council and was responsible for community arts and crafts aspects of the annual event. During the three years she had rallied members of the community to take part in activities which could then be displayed around the town. She referred to a group of about 30 women who came together to crochet and pass on their skills. This was a true community project and open to all. As a result of the festival, the crocheting women formed the 'Barry Hookers' and had, since 2013, undertaken many fund-raising activities for local people who felt isolated in the community. This was as important as charity work as the support from Barry Hookers had helped combat loneliness, mental health issues and helped to ensure the wellbeing of all. She commented that local artists should be encouraged to connect with the communities as they were an untapped, under-developed resource. Artists were creative thinkers who could be the catalyst for communities, enabling them to develop and enhance their health and wellbeing.

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Barry had the attributes to be centre of creative activity in the Vale, but required a place to showcase and exhibit the art and that was Art Central.

The sixth public speaker was Professor Tony Curtis, who stated that there was a wide range of possibilities in terms of venues and active interest groups committed to the arts in the Vale of Glamorgan. The benefit in terms of citizen wellbeing and the potential to attract visitors was obvious. There however was an urgent need for co-operation, discussion and mutual support between venues and groups across the Vale in order to focus and enhance participation. He then referenced venues from the Penarth Pier in the east to Art Central, the Memo and Barry War Museum through to Llantwit Major and the Old Hall in Cowbridge. He stated that there was a huge potential for collaboration between venues and organisers and a need for shared portals and websites. Professor Curtis advised that the Vale already had an outstanding music festival and Barry had staged an arts festival and Cowbridge had recently hosted a book festival. In addition, there was a continuing programme of book launches and guest writers events organised by the Griffin Book Shop in Penarth. The cultural life of the area was also greatly enhanced by heritage and local history groups and he referred to a talk that he gave on the Second World War to the Barry War Museum. He stated that the Vale should encourage cross-disciplinary approaches to protect share heritage and cultural lives. He advised that there could be a virtual arts trail and an actual arts trail across the Vale with readings and narratives of history. Professor Curtis highlighted that it must be recognised that communities in Penarth, Dinas Powys, Barry, Llantwit Major and Cowbridge rarely discussed common interests in the arts and they may not be aware of the underlying shared strengths of their activities. There needed to be a regular forum for those concerned called by the Vale Arts Co-ordinator. Monthly meetings of a Vale Arts Hub attended by representatives from the communities, including Councillor members, would ensure the coherent planning of events, avoid clashes and help share and publicised events would be enhanced. The Vale should be encouraged to pool and share contact and publicity resources. Press releases, broadcast interviews and engagement through schools and to the general public could be driven by the Vale Arts Hub Co-ordinator.

The final public speaker was Mr. Dennis Clarke, who was Chairman of the Art Central Friends who he felt had been let down by poor, if any, advertising to let the public know what was going on. He stated that the Friends welcomed the Vale's intention to improve the availability of arts as they always wanted to extend the role of Art Central but their ambitions had not been fulfilled. The Friends would like to have seen the development of a creative economy that would enhance the experience of residents and visitors and improving further what the Vale could offer. The opportunity had been missed so far but was now there to be taken. In order to help the Vale to fulfil its ambitions under the Well-being of Future Generations (Wales) Act, the Friends wanted to share their ambitions for the development of Art Central and the creative economy of the Vale. Mr. Clarke stated that there was a wealth of talent in the Vale with groups scattered around the Vale that needed to be recognised, organised and encouraged. There were many events around the Vale organised by groups that were not well known until after they happened. The consultation would allow opportunity to consider how the groups could be brought together to ensure there were more opportunities in the arts. All art groups should

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be looking at ways to enhance everything that they had to offer. Mr. Clarke added that Art Central appeared to be losing footfall in line with the town centre. Consultation seemed to have changed the name of Art Central which was something that the Friends had advocated. By developing Art Central this could be a way to encourage footfall back to Barry town centre and benefit other parts of the Vale in a similar way. The Friends would like to have an organisation that would reach out to all of the communities and extend into other areas that would not normally be thought about when discussing arts. The Friends sought the development that would allow additional input into the schools by reaching out to those communities that may not benefit sufficiently by making available more resources to address mental health issues that would alleviate some of the pressures on the NHS. Finally, the Friends joined the Vale of Glamorgan in recognising the importance of maintaining and developing what was seen to be a vast skill base so as to ensure it remained available in an enhanced form for future generations.

The Cabinet Member for Education and Regeneration, with permission to speak, stated that the issue around the service being cost neutral required some clarification. She stated that it was important to recognise that the Council had been hit by cuts approaching 25% of its budget and so non-statutory services had to become cost neutral. These non-statutory services would be vulnerable if further budget cuts were imposed. The language around the term cost neutral was also about services working better together, which was illustrated in the previous Agenda item regarding Adult Community Learning. For services that needed to be cost neutral, this did not mean that the Council would stop such services, but an honest conversation was needed on how these were provided.

A Committee Member commented on the report and stated that other local authorities had had to make budget cuts but some, such as Carmarthen Council had chosen to increase investment into the arts. This investment had also been match funded by a grant from the Arts Council. The Member stated that he was “astounded” that the Arts Central Gallery space, including the outside space, had not been fully used, which could host a range of events and productions including speeches and book launches. These represented opportunities to bring in income. The Member referred to previous discussions held with Barry Town Council, regarding the transfer of the space which had been refused by the Vale Council, and he suggested that Barry Town Council should be considered again. The Member then commented on the perceived lack of publicity for events and how few people knew about the existence of the Art Gallery. He compared the level of social media publicity to a well-known local Facebook page.

In terms of the service being cost neutral, the Member stated the Council’s budget would be debated at a future Full Council meeting and if there was a fear that the Arts budget being reduced, then consideration should be given to Arts Central being run by volunteers.

With regard to the comments around publicity, a Committee Member stated that the Council had not been proactive enough. The Council needed to get information out and to help artists to be become more involved.

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A Committee Member, in outlining his initial thoughts, stated that the Well-being of Future Generations (Wales) Act talked a lot about cultural well-being being a key outcome. The arts were part of that, and he believed that the space at Art Central was under utilised and a more exciting programme of events was required which included all arts, visual, architectural and literature. All needed more presence either separately or together. There also needed to be joined up working and better co-operation. In addition, there needed to be more interaction between the Library and the Gallery and publicity for these facilities were lacking and needed to be addressed. The Member referred to a discussion at a previous meeting around the need for a museum in the Vale, and he suggested that in the Art Central gallery there was a space which could be utilised part of which could be a properly curated and changing series of exhibitions / displays. The Committee Member added that the recruitment of exhibitions should be more effective as there were a large number of artists and groups who were crying out for an exhibition space. Arts Central could therefore be a source of income. He believed there to be a problem with static displays, and he outlined the importance of the role of the Arts Coordinator in attracting the public and schools to the arts.

A Committee Member referred to publicity and the use of social media, citing that a decrease in footfall had been occurring for some time. The Member queried whether any previous analysis of footfall had been undertaken. In reply, the Head of Strategy, Community Learning and Resources stated that this would be looked into and would likely come out post consultation. This was part of the challenge as footfall had been decreasing for some time and so there was a need to look at resources and how to galvanise the community and increase participation. The Council recognised that it could not rely on a single point of contact and so more work Council wide was required with greater emphasis on social media. Therefore, a communication strategy needed to be devised.

With regard to the greater use of Arts Central, a Committee Member stated that there were not enough connections with towns and local communities, and she would also have expected there to be stronger links with schools. Therefore, how exhibits were shown, and how the learning experiences of pupils were enhanced needed to be looked into. The Member later added that the potential use of volunteers to run Arts Central needed to be carefully considered as this could not dilute the Council's accountability as it was a public building. The Member stated that she would like to see all responses to the consultation reported back to the Scrutiny Committee.

The Cabinet Member for Education, in being asked to comment, stated that Councillor Hodges referred to an investment made by Carmarthen Council. It was also important to recognise that the Vale had made some significant investments too, such as money allocated to Penarth Pier. In relation to link with schools, some had visited Arts Central and a plan to work on a collaborative basis would be developed. With regard to making Arts Central more relevant and sustainable, these were the main reasons for the consultation and so Cabinet would look forward to the full report on responses.

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A Committee Member suggested that if Art Central was to be retained then the Council should consider other organisations that could potentially run the facility including Barry Town Centre or volunteers. In addition, the Member stated that the back space at the Art Gallery was under-utilised and consideration was needed on a range of activities that could be held there and how these events were promoted. Publicity was therefore a key importance.

Finally, the Chairman summarised that the Committee was in agreement that its support would be given to the future use of Art Central and that the Committee would urge for an approach to develop and enhance the facility in order to develop a multi-use art space.

Subsequently, it was

**RECOMMENDED – T H A T** the Learning and Culture Scrutiny Committee supports the future use of Art Central and urges for an approach to develop and enhance the facility to deliver a multi-use art space.

Reason for recommendation

To support the future use of Art Central as a facility to delivery multi-use art space.

685 REVIEW OF TY DERI (REF) –

Cabinet, on 20<sup>th</sup> January, 2020, had approved consultation on the proposals to temporarily end Ty Deri residential respite provision at Ysgol y Deri from August 2020.

The Head of Additional Learning and Wellbeing presented the report, advising that the number of children and young people requiring a placement at Ysgol y Deri had continued to increase at a faster pace than predicted. The need for additional provision had been recognised and there were plans as part of Band B of the Council's 21<sup>st</sup> Century Schools Programme to build an expansion for Ysgol y Deri which would meet the long term needs of this group of children and young people.

The expansion of Ysgol Y Deri would not open until September 2022 at the earliest. Despite the adaptations made to Ty Deri, the school had reached capacity this academic year. All available classrooms were being utilised and class sizes were at a maximum.

The school built originally for 205 pupils now had 276 on roll. For the last two academic years 39 pupils per year had required places at Ysgol Y Deri and current projections indicated that this trend was likely to continue.

The number of pupils leaving the school in the short to medium term was much lower than those entering which was causing the significant pressure on capacity.

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In 2018-19 there were 18 school leavers and 39 entrants, in 2019-20 there were again 39 entrants against 25 leavers. In 2020-21 it was known that the numbers of year 14 pupils due to leave the school was particularly low, this being 10. The projections for pupils requiring placements was currently 38 which would create a further increase of 28 pupils. In 2021-22 the number of leavers was 20. If the numbers of pupils requiring a place at the school remained in line with the current trend, 46 additional pupils would need to be catered for at Ysgol Y Deri prior to the opening of the new facility and the total number of pupils attending Ysgol Y Deri would be approximately 312.

It was possible to convert four rooms currently being utilised as kitchen and common room spaces at Ty Deri into classrooms at a relatively low cost (significantly lower than temporary options).

The school was already utilising an additional building which was an annex to the school to house three additional classrooms and this annex could be reconfigured to provide one additional classroom.

This would provide the five additional classrooms required to meet the additional need and give an opportunity to consider further how best to cater for the additional pupils requiring provision prior to the opening of the new school.

In contrast to the increasing demand for special school places, the demand for respite provision at Ty Deri had remained low.

In 2016 the decision was made to reduce the number of beds available from 19 to 8 due to the lack of usage, it was clear that a 19 bed provision was far too large.

The level of usage in 2016 did not warrant an eight bed provision, but due to the physical configuration of Ty Deri and the need to ensure the separateness of the residential provision from the educational setting, this was the maximum reduction in beds that could be made without closing the provision.

Staffing levels were therefore set on the basis of utilising four beds for four nights per week for 37 weeks for a total capacity of 592 nights per year.

The usage of Ty Deri had remained low and there was no evidence to suggest that this would increase in the near future. Since 2016 the usage of the provision had never met this capacity, and as a result the provision had consistently been in deficit (it was estimated that a saving of up to £50k could be made by closing the provision).

Cardiff Children's Services and Vale of Glamorgan Children's services spot purchased provision at Ty Deri. As a consequence, the level of usage was unpredictable which made financial planning and staffing the provision problematic.

It was proposed that the communal areas in Ty Deri be converted into additional classrooms to accommodate the increased demand for places at Ysgol Y Deri.

No.

It was not possible to create this increased capacity and maintain the respite provision at Ty Deri because the kitchen and common room spaces required would be removed. It was therefore proposed that, despite bedrooms being retained, the respite provision be closed from August 2020.

It was however proposed that the eight existing pupil bedrooms remain. To convert them into classrooms would be a costly and complex process and once removed it would not be practical to consider reutilising this facility as a residential / respite provision in future.

It was envisaged that the closure of Ty Deri was temporary. On completion of the expansion of Ysgol Y Deri consideration could be given to the future of the residential / respite provision and, if a developing need was evident, it would be possible to convert the newly created classrooms back into common room and kitchen spaces at relatively low cost which would enable the Ty Deri provision to be re-opened.

Alternative options to create additional classroom space have been explored, including the use of demountable classrooms on the Ysgol Y Deri site, but the option proposed in the report was the most cost effective option.

It was intended that the outcome of the consultation would be evaluated and presented to Cabinet to determine whether to proceed with the proposal.

The following timeline had been designed to ensure the continuing engagement of service users, their families, staff and trade unions and the meeting of all statutory and local consultation requirements:

| <b>Key Activity</b>                  | <b>Description</b>   | <b>Timescale</b>  |
|--------------------------------------|--|---|
| Approval to consult                  | Cabinet consideration  | 20 <sup>th</sup> January 2020                               |
| Pre-consultation preparation         | Develop consultation document to distribute to consultees and arrange consultation meetings. | January/February 2020                                       |
| Consultation                         | Consultation with Ty Deri service users, families, staff, trade unions and ward members.     | 3 <sup>rd</sup> February 2020 – 13 <sup>th</sup> March 2020 |
| Evaluation of consultation responses | Collate feedback received as part of the consultation, detailing the Council's response.     | March/April 2020  |
| Cabinet determination                | Cabinet to consider consultation responses and determine whether to approve the proposal.    | May 2020  |

Having considered the report, it was

**RECOMMENDED – T H A T** the Cabinet resolutions made on 20<sup>th</sup> January, 2020 (Minute No. C206) to consult stakeholders on the proposal to temporarily end Ty Deri residential respite provision at Ysgol y Deri from August 2020 be supported.

No.

Reason for recommendation

Following consideration of the Cabinet reference from 20<sup>th</sup> January, 2020.

686 SUMMARY OF SCHOOL INSPECTION REPORTS FOR AUTUMN TERM 2019 (DLS) –

The Senior Challenge Advisor presented the report which provided a summary of school inspection reports for Autumn Term 2019.

Holton Primary School, Barry Island Primary and Cogan Nursery School were inspected during the Autumn Term 2019.

A summary of the inspection findings for each of the named schools was appended to the report (Appendix 2).

During the Autumn Term the overall judgements achieved by Vale of Glamorgan schools which were inspected were as follows:

| School               | Inspection Area 1:<br>Standards | Inspection Area 2:<br>wellbeing and<br>attitudes to learning | Inspection Area 3:<br>teaching and learning<br>experiences | Inspection Area 4:<br>care, support<br>and guidance | Inspection Area 5:<br>leadership and<br>management |
|----------------------|---------------------------------|--|--|---|--|
| Holton Primary       | Good                            | Good   | Good   | Good  | Good   |
| Barry Island Primary | Good                            | Excellent  | Good   | Excellent   | Excellent  |
| Cogan Nursery        | Excellent                       | Excellent  | Excellent  | Excellent   | Excellent  |

No follow up work was identified in any of the above inspections.

Where Estyn identified excellent practice during an inspection, schools were invited to prepare a written case study which would be published by Estyn and shared with other schools. Excellent practice was identified in Barry Island Primary and Cogan Nursery. Barry Island Primary had been invited to write a case study about their Welsh heritage project with the National Museum of Wales, and Cogan Nursery about pupil centred planning and the quality of oracy development through adult interactions.



No.

There were no schools identified as requiring significant improvement or special measures. Three schools had been identified as requiring Estyn review. They were St. Illtyd Primary, Llangan Primary and Y Daith Pupil Referral Unit (PRU).

Appendix 3 provided an overall summary of Estyn activity in the Vale of Glamorgan since the introduction of the new inspection framework in September 2017.

The Committee agreed that the Chairman would write a letter of congratulations to Cogan Nursery School and Barry Island Primary School.

Subsequently, it was

RECOMMENDED –

- (1) T H A T the inspections judgements on the schools inspected for the Autumn Term be noted.
- (2) T H A T a letter of congratulations be sent to Cogan Nursery School and Barry Island Primary School.

Reasons for recommendations

- (1) In order that Members are aware of Estyn judgements about local schools.
- (2) In order to pass on the Committee's congratulations and appreciation.

687 IMPACT OF WORK IN THE CENTRAL SOUTH CONSORTIUM'S BUSINESS PLAN ON THE REGION AND THE VALE OF GLAMORGAN LOCAL AUTHORITY (DLS) –

The Senior Challenge Advisor presented the report which provided an overview of the impact of work in the Central South Consortium's Business Plan across the region and the Vale of Glamorgan Local Authority.

The report attached at Appendix 1, outlined the impact of work in the Central South Consortium's Business Plan on the region and the Vale of Glamorgan.

It included information about performance in schools across the Foundation Phase and in Key Stages 3, 4 and 5.

It documented the impact of the challenge and support provided by the Consortium on behalf of the Vale of Glamorgan, including Estyn inspection findings and outcomes of the categorisation process.

The report outlined the support provided to schools, engagement in school to school working, involvement in leadership provision and work in developing the Curriculum for Wales.

Annex B of the Appendix outlined the national categorisation outcomes for the Vale of Glamorgan for 2018 – 2019 and 2019 – 2020.

The Senior Challenge Advisor made reference to the following:

- Performance of pupils at Foundation Phase and outcomes for pupils in all core areas of learning, both expected and higher outcomes were above the national averages.
- Key Stage 2, the percentage of pupils achieving expected and higher levels was again above the national average for all core subjects. However, performance had decreased at all subjects at all levels performance still remained above the national average.
- Key Stage 3, the Vale of Glamorgan's performance for the core subject indicator was unchanged from 2018 and was once again above the national average.
- Key Stage 4, there had been significant changes made to the performance measures between reporting in 2018 and 2019. The use of an average point score had been introduced for measures of literacy, numeracy, science, capped 9 point score and the Welsh Baccalaureate. Local Authority performance for the current performance measured at Key Stage 4 showed that all indicators were above the Consortia average and also the national average. It had been identified that the gap in performance between eligible free school meal pupils and non-free school meal pupils was wider for the Local Authority than seen nationally for the four of the five new performance measures.

The Consortia had identified the following areas for development:

- Improve the performance of boys across Foundation Phase and Key Stages 2 and 3;
- Further improve the performance of eligible free school meal pupils across Foundation Phase and Key Stages 2 and 3;
- Improve the performance of eligible free school meal pupils, particularly in the average point score for literacy, numeracy, science and the capped 9;
- Ensure all pupils had a curriculum that met their individual needs and afforded them the opportunity to gain nine qualifications that contributed to the capped 9 point score;
- Improve the performance across all Welsh Government published indicators at Post 16.

Having considered the report, it was

**RECOMMENDED – T H A T** the report outlining the impact of the Central South Consortium's work on the region and the Vale of Glamorgan be noted.

#### Reason for recommendation

In order that Members are aware of the impact of the Central South Consortium's work on schools in the Vale of Glamorgan.

No.

688 DRAFT VALE OF GLAMORGAN COUNCIL STRATEGIC EQUALITY PLAN 2020-2024 (MD) –

The Head of Policy and Business Transformation presented the report which sought endorsement of the draft Strategic Equality Plan 2020-24.

The Council published its current Strategic Equality Plan in 2016. It had to be reviewed no less than every four years.

The current Plan was developed in line with the requirements of the Equality Act 2010 and the specific duties for Wales. It set out the Council's equality objectives and how it would deliver them.

The Plan ended in March 2020 and therefore a new Plan needed to be produced setting out the Council's priorities for the next four years. The report provided Committee with an overview of the process undertaken to develop the Plan and sought consideration and endorsement of the draft Strategic Equality Plan 2020-2024 (Appendix A to the report) for Cabinet to consider when the Plan was presented for approval.

To formulate the Council's draft equality objectives, national research from the Equality and Human Rights Commission ('Is Wales Fairer? 2018') had been used, account taken of the Welsh Government's draft equality objectives, the views of members of the Equality Consultative Forum and this Committee had been listened to, local groups were met with, wide consultation with organisations representing the needs of protected groups, and consultation with the public and staff on the Council's website and through its social media channels.

The Council had considered the feedback from this engagement and consultation and had made changes to the original draft objectives. The consultation draft contained four broad objectives which reflected the corporate well-being objectives. In the final draft (Appendix A to the report), the Council had maintained the link with the four corporate well-being objectives but had developed ten more focused equality objectives in response to the consultation feedback. The Council had prioritised the areas where research, information and data indicated there was most disadvantage and where it was believed it could have most impact. The Council believed this to be a realistic approach given the resources available to it.

The Plan had to set out the steps it intended to take to meet each objective and how it intended to monitor progress. The Strategic Equality Plan commented on this and there were supporting high-level actions for each of the objectives.

There was also a requirement to publish an equality objective to address any gender pay gap identified or else publish reasons why it had not done so. This had to have due regard to the need to have objectives to address the causes of any pay differences that seemed reasonably likely to be related to any of the protected characteristics. The Council's Plan had such an objective.

No.

Once approved, there could be no significant changes to the equality objectives without further engagement with representative groups and approval of those changes.

The Strategic Equality Plan was a live document and was the vehicle for containing information about equality work that the Council did. It could be updated on a regular basis as new or updated information becomes available, or links could be created within it to allow people to access the information elsewhere.

The Plan set out the achievements delivered through the current Strategic Equality Plan and the context within which the Council worked (the population it served and the resources available to the Council).

The Plan set out what the corporate vision and values meant in terms of its equality work. These would guide the delivery of the new equality objectives and actions.

The Plan set out the proposed new strategic equality objectives in the context of its corporate well-being objectives:

The Council's first Corporate Well-being Objective **was to work with and for its communities.**

The Council's Strategic Equality Plan linked with this by identifying the communities who were most disadvantaged as identified in 'Is Wales Fairer 2018' and through local engagement.

The following equality objectives link to this well-being objective.

- Strategic Equality Objective One  
Improve how we involve, engage, and communicate with protected groups about our work and decisions.
- Strategic Equality Objective Two  
Continue to reduce the gender pay gap in the Council, identify whether there is a pay gap for ethnic minorities in the Council by March 2021, and report on both annually.
- Strategic Equality Objective Three  
Improve employment opportunities in the Council for protected groups, particularly disabled and young people, to more closely reflect the diversity of the local population by March 2024.
- Strategic Equality Objective Four  
Continue to work on developing a more inclusive work environment that supports staff from all backgrounds to reach their potential through implementing a range of actions by March 2024.

No.

- Strategic Equality Objective Five  
Provide support and development to elected members on equality issues.

Our second Corporate Well-being Objective is **to support learning, employment and sustainable economic growth.**

Our Strategic Equality Plan aims to support learning and employment for protected groups, focusing on those who are most disadvantaged.

The following equality objective links to this well-being objective.

- Strategic Equality Objective Six  
Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential.

Our third Corporate Well-being Objective is **to support people at home and in their community.**

The Strategic Equality Plan supports the safety and well-being of people at home and in their community, with particular regard to protected groups identified as disadvantaged in 'Is Wales Fairer 2018' and our own local information and data.

The following equality objectives link to this well-being objective.

- Strategic Equality Objective Seven  
Develop and implement processes throughout the life of this plan to address hate crimes, violence against women, domestic abuse and sexual violence.
- Strategic Equality Objective Eight  
Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on these groups.
- Strategic Equality Objective Nine  
Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.

Our fourth Corporate Well-being Objective is **to respect, enhance and enjoy our environment.**

The Strategic Equality Plan seeks to ensure our local environment can be enjoyed by a diverse range of people, including disabled people.

- Strategic Equality Objective Ten  
Develop and implement plans throughout the life of this plan to promote our natural and built environment and cultural heritage, including accessibility, to protected groups.

No.

For each objective, the Plan set out expected outcomes, high-level actions and described how the Council would know how it was doing.

The specific equality duties for Wales, require the Council to produce and publish an annual equality monitoring report. This must be done by 31<sup>st</sup> March for performance in the previous year. The report must comment on progress made against each of the Council's objectives.

The Council also intends to include references to progress made in the Annual Delivery Plan reporting arrangements associated with the new Corporate Plan 2020-2025.

As part of the development of the final draft Strategic Equality Plan (Appendix A to the report), there had been engagement with a variety of organisations, including those represented on the Equality Consultative Forum. There had also been consultation with a wide range of groups and organisations representing the interests of protected groups and the public. Internally, the Council had consulted with the Learning and Culture Scrutiny Committee, officers, Trade Unions, GLAM (our LGBT Network) and staff. This process, the feedback received and the Council's response to it had been described in the engagement and consultation report in Appendix C.

The Head of Policy and Business Transformation advised the Committee that since the report had been published there had been an amendment to strategic equality objective 6. The wording of this should now read as follows:

“Develop and implement plans throughout the life of this plan to improve the progress made by all children and young people and provide support to overcome barriers to them reaching their full potential.”

The Committee agreed that the wording of Objective Six be changed.

Subsequently, it was

**RECOMMENDED –**

(1) T H A T the draft Plan attached at Appendix A to the report be endorsed subject to the amendment to Strategic Equality Objective Six which should now read as follows:

“Develop and implement plans throughout the life of this plan to improve the progress made by all children and young people and provide support to overcome barriers to them reaching their full potential.”

(2) T H A T the draft Plan and the amendment to Strategic Equality Objective Six be referred to Cabinet for final approval for publication and implementation from 1<sup>st</sup> April, 2020.

No.

Reason for recommendations

(1&2) To ensure the Council has an effective and up to date Strategic Equality Plan.