

Staffing and Structural Funding Update

The ERW Directors met with the MD and Senior accountant on June 28th to examine the structural funding of ERW in 2019-20.

Resolving vacancies in the school-facing staffing structure previously agreed at February and April 2019 Joint Committee is currently being finalized, with only a small number of roles now dependent on temporary/secondment basis. The Estyn visit of June 2019 commended the move towards the staffing structure, and indicated the need to ensure full resolution as soon as is practically possible.

Having agreed on key priorities for the regional service, and the balance between regional and locally delivered support for schools, the revised structure is designed to ensure that ERW will be able to deliver those functions from September 2019. Those functions are in keeping with the key regional grants from Welsh Government. The revised RCSIG is allocated according to the National Ministerial Priorities and the grants received are allocated according to the ERW Business Plan 2019-20 priorities 4.3 – 4.7. That business plan is clear about what ERW commits to deliver for its funding in relation to each of the priorities i.e. what local authorities and their schools can expect to receive from being in the ERW partnership.

Agreed Priorities identified in the 2019/2020 Business Plan (i.e. what will ERW do for schools and LA's in the current year)

- **Curriculum and Assessment (4.3)** From September 2019 this will be done by supporting groups of schools with preparing for the new curriculum, working across each the key aspect (Curriculum design and integration, Pedagogy, Areas of Learning and Experience and Assessment) and also provide additional strategic leadership around the transformational challenges of Welsh, Digital Learning and Systems and Health and Wellbeing. The work will be closely linked to the work on professional learning across the region.

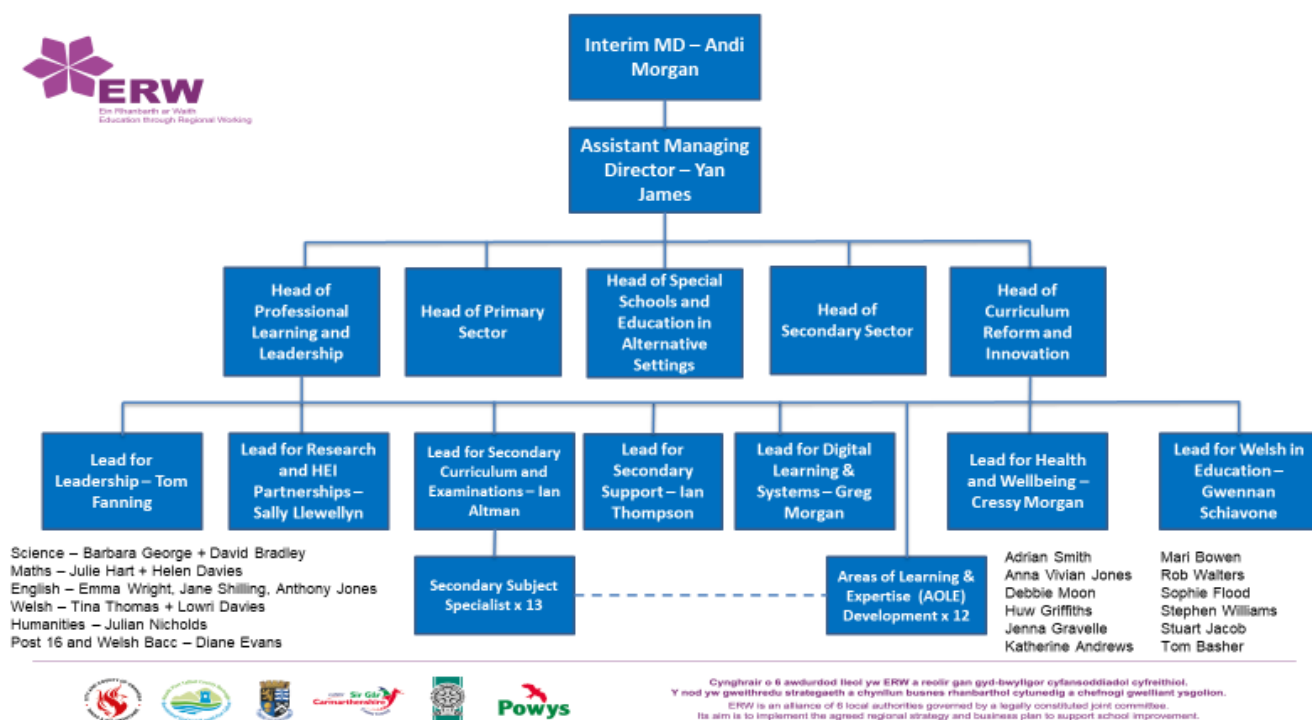
- **Developing the Profession (4.4)** in ERW this will involve facilitating the embedding of the Higher Education Partnerships (Trinity St David, Swansea and Aberystwyth) to help coordinate their work with schools and build new alternative and part-time training routes into teaching with schools and the universities (including a new programme with the Open University). ERW will also expand its support for newly qualified teachers, including those working for supply agencies, who have no regular school base. Additionally, ERW will develop a range of deliveries for supporting teachers as researchers and as users of effective university research & supporting schools in terms of upskilling their staff for the new curriculum (including the regional coordination of staffing programmes to improve the ability of schools to deliver to the Cymraeg 2050 agenda). Additionally, there will be further development of provision to support teaching assistants and Higher Level Teaching Assistants through a partnership across the region.

· **Leadership (4.5)** ERW will add to its current leadership portfolio for middle leaders, the new/interim headteacher programme and NPQH with programmes for aspiring and experienced serving headteachers and bespoke middle leadership programmes including leadership of sixth forms and leadership of ALN, and by summer of 2020 have programmes (in partnership with the other 3 regions, universities and the National Academy for Educational Leadership) which cover the lifelong leadership development requirements of teachers – from leadership in early professional development through to the leadership of more than one school.

· **School Improvement (4.6)** Through shared training of challenge advisers, moderation, cross authority dialogue and sharing effective practice, ERW will work to develop a more cohesive approach to the support and challenge of schools, acknowledging that local authorities hold the statutory responsibilities, but that they can utilize ERW for building professional capacity to secure improvement. ERW will also be able to deploy a small team of secondary leadership specialists (who are in the main experienced headteachers from around the region) to provide bespoke and urgent support for secondary schools on a needs led basis (self-identified or identified through local authority challenge advisers and directors), and a full-time small team of secondary subject specialists who can provide support for improving the capacity of middle leadership, pedagogy and examination preparation of the main academic disciplines. Additionally, ERW will work with the 6 authorities and their schools to help share effective practice and secure consistency of approaches across all aspects of school improvement.

· **Strong and Inclusive Schools (4.7)** – ERW will work with schools to ensure professional learning of teachers to support effective pedagogy across all abilities and secure leadership development to embed inclusive values and practises in relation to the new curriculum. Additionally, ERW will provide strategic leadership around best practice for supporting pupils who are looked after and those entitled to free school meals, and provide expert input as schools seek to address the significant challenges of the new expectations in relation to health and wellbeing – within the new curriculum and beyond.

To achieve these commitments, ERW has put in place the following staffing structure:



This outward facing structure will be supported by a revised internal business support structure (within the agreed budget), which will be geared specifically to supporting the revised purposes of ERW, which are in keeping with the key areas of national priority identified in the grant allocations.

Funding the Model

Directors have been briefed on how core and grant funding streams are utilised in order to fund posts in the current and planned structure, as well as the general context of this year's budget. The rationale for various posts' funding has been shown, and explained within the context of the RCSIG Grant Terms and Conditions.

The ERW Director Group has also received a newly constructed reporting format that would show them ERW's spend from month to month, which could be broken down to LA and/or school level.

In the **current financial year (2019-2020)**, budgeted ERW staffing **and** running costs of £4,460,000 are broken down to

- Budgeted Staffing & other costs £3,420,000 funded from grant (including over £700k to end the Network Leaders of Learning Programme, which will cease to be a cost from September 1st 2019)

- Budgeted ERW core function costs £1,040,000 in this financial year funded by –
Contributions from Local Authorities - £250,000
Transition year agreed flexibility from Welsh Government - £500,000
Use of reserves - £290,000

Total: £1,040,000

There are posts which cannot be funded directly through grant funding, which require an agreement between the authorities in relation to some core funding for ERW, in order to deliver the priorities noted above.

The 19th July has been set aside by Directors as a day to go further into the complexities of funding, and to run the model for 2020/2021 in order to be able to present a report to Joint Committee showing the options for 2020/2021, It is essential that any options are clear as to how the resource deployed can be faithfully used to fund the work of ERW in delivering the national priorities noted in grant agreements, whilst also respecting the need for local and regional funding to be appropriately directed towards school budgets.

Next Steps:

Directors meet on 19th July to examine fully the financial modelling for 2020/2021.

The finance team, on behalf of the Director group will then produce a paper for ERW Joint Committee regarding approaches to funding the structure for 2020-21 with a view to bringing a paper to JC Autumn Term 2019 meeting.

It is expected that in 2020/2021, grant funding will be passed on to local authorities and schools in the same way that it is currently distributed. It should then be a matter for each local authority to determine the sources from which they are to fund their share of the ERW core budget from April 2020.