



Llywodraeth Cymru
Welsh Government

Mr Jonathan Haswell
Section 151 Officer
Pembrokeshire County Council
Haverfordwest
Pembrokeshire
SA61 1TP

22 November 2018

Dear Mr Haswell

**REGIONAL CONSORTIA SCHOOL IMPROVEMENT GRANT 2018-19
REVISED GRANT FUNDING:**

(i) This letter details an increase in the Funding awarded to Pembrokeshire County Council in delivering the Regional Consortia School Improvement Grant for 2018-19.

I can confirm that the Welsh Ministers have agreed to increase the Funding awarded by a further £3,505,484 (Three Million, Five Hundred and Five Thousand, Four Hundred and Eighty Four Pounds) for 2018/19. The additional Funding is over and above that which was originally anticipated as detailed in the original Funding award letter dated 27 September 2018.

This increased funding forms part of the regional school improvement element and is to support:

- (i) School Improvement
- (ii) Professional Teaching Awards Cymru PTAC
- (iii) National Professional Qualification for Headship (NPQH)
- (iv) Digital Competence Framework (DCF)
- (v) Modern Foreign Languages – building capacity in the primary sector
- (vi) Curriculum Pioneer Partnership Schools and Additional Capacity for AoLE Groups
- (vii) Part time and Work Based ITE
- (viii) More Able and Talented; and
- (ix) National Academy for Educational Leadership - Associates Programme
- (x) Professional learning to support and raise the quality of our teachers.
- (xi) Capacity Building expertise

Detail on the criteria for and the purpose of the funding is contained within the Schedule to this letter.

The award is made under the authority of the Cabinet Secretary for Education, one of the Welsh Ministers.

This brings the total amount allocated to the Regional Consortia School Improvement Grant to £44,476,586 (Forty Four Million, Four Hundred and Seventy Six Thousand, Five Hundred and Eighty Six Pounds).



The statutory basis for this Funding is made on and subject to the Conditions and under the authority of the Cabinet Secretary for Education, one of the Ministers, acting pursuant to sections 14-17 of the Education Act 2002 and 70 and 71(1) of the Government of Wales Act (GOWA) 2006.

The increased funding is subject to the terms and conditions provided in the original Funding award letter dated 27 September 2008, with the exemption of these clauses within Schedule 1:

- Delegation to schools;
- Local Authority Match funding for each region; and
- Administration and management costs.

(ii) This letter details the following changes to the Funding award:

Award of Funding (1) - The Funding, as awarded in September 2018 and in this variation, relates to the period 1 March 2018 to 31 March 2019 and the Funding must be claimed in full by 31 March 2019 otherwise any unclaimed part of the Funding will cease to be available to you.

This variation excludes an extension to the end of the 2018/19 academic year except for the More Able and Talented (MAT) element. Funding relating to the MAT programme should be included in your final claim, but may relate to expenditure within the **academic** year 2018-19. All other funding for the 2019-20 financial year will be treated under separate cover at a later date.

The 'Specific conditions of Funding for the period relating to the element which supports the Education Improvement Grant for Schools' under Schedule 1 of the Funding award includes as an addition: "support for schools and local authorities in undertaking certain elements of their statutory duties, including for 14-19 Learning Pathways where:

- You must ensure that all your schools have entered their local curriculum offer data on Careers Wales Online by 30 April 2019.
- You must ensure you schools meet the requirements of the Learning and Skills Measure 2009; that they offer students a minimum of 25 courses, 3 of which are vocational at KS4 and at post 16 schools must offer a minimum of 30 choices of which 5 must be vocational. The vocational courses for post 16 must fall across the 3 domains, one of which must be mathematics, science and technology domain.

Schedule 3 – Payment Profile - this will reflect the increased amount offered and retain bi-monthly payments as set out below:

Period	Payment date for processing
March – April 2018	26 October 2018
May – June 2018	
July – August 2018	
September – October 2018	6 November 2018
November – December 2018	18 December 2018

January – February 2019	26 February 2019
March 2019	26 March 2019

In order to accept this additional Funding and confirm that you accept the Terms and Conditions in relation to the new Funding and awarded Funding, you must sign and a copy of this letter to and return it to:

Gordon MacDonald
Education Directorate
Welsh Government
Cathays Park
Cardiff
CF103NQ
email: Gordon.Macdonald@gov.wales

A scanned PDF of the signed letter is preferred, but it must be returned from the email address of project manager named in the original grant award letter dated 27 September 2018.

Please note that none of the Funding will be paid to you until we have received your signed letter. We must receive your signed letter on or before (28 days from date of letter) or this additional Funding will automatically be withdrawn.

Yours sincerely

A handwritten signature in black ink that reads "M. J. Godfrey". The signature is written in a cursive style with a long, sweeping underline that extends to the right.

Mel Godfrey

Signed by Mel Godfrey
under authority of the Cabinet Secretary for Education
one of the Welsh Ministers.

Schedule of additional support

School Improvement	£37,500
Professional Teaching Awards Cymru (PTAC)	£5,000
National Professional Qualification for Headship (NPQH)	£195,000
Digital Competence Framework	£28,945
Modern Foreign Languages – building capacity for MFL in the primary sector	£53,470
Curriculum Pioneer Partnership Schools and Additional Capacity for AoLE Groups	Estimated £413,000 up to a maximum of £450,000
Part time and Work Based ITE	£50,000
More Able and Talented (MAT)	£144,443
National Academy for Educational Leadership - Associates programme	£10,000
Professional learning to support and raise the quality of our teachers.	£2,461,126
Capacity Building expertise	£70,000

School Improvement

You will be expected to fund Strategic leaders who will work with and on behalf of the regional consortia to support and challenge schools against criteria agreed with Welsh Government officials.

Professional Teaching Awards Cymru (PTAC)

You will be expected to facilitate the judging of the Professional Teaching Awards Cymru by providing support on the development of the awards and specialist advice in relation to the nominations.

National Professional Qualification for Headship (NPQH)

To deliver a revised NPQH to support the new *Professional Standards for Teaching and Leadership* and *Our national mission*. Both are key aspects of the action plan to equip Wales with inspirational leaders who can work collaboratively and are committed to raising standards and reducing the attainment gap. It is therefore vitally important that the next generation of head teachers are developed and supported to ensure that they are equipped to face the challenges of headship and to embed the role of head teachers as leaders of change in our system.

Funding per annum comprises of £4,500 per candidate, limited to 160 candidates, plus an additional £60,000 to revise the current NPQH programme to ensure its alignment to the new Professional Leadership Standards. As regional candidate numbers for 2018-2019 are in excess of 40 the funding will be divided equally between regions.

As part of this funding you will be expected to:

- maintain the quality threshold so that candidates are only accepted onto the programme that have a high likelihood of successfully completing and progressing to a headship position (assuming one is available) within 2 years,

- take into account any pressure points and areas of need (such as the need for Welsh Medium heads) when considering candidates and prioritise appropriately; and,
- ensure consistency of delivery across the regions and they are in line with the new Professional standards

Any underspend is subject to claw-back and redistribution.

Digital Competence Framework

As part of this funding you will be expected to provide digital support based on your regional needs. The aim is to further embed the DCF across the curriculum.

Modern Foreign Languages – building capacity in the primary sector

As part of this funding you will be expected to direct funding for the specific purpose of building capacity for MFL in the Primary sector.

Curriculum Pioneer Partnership Schools and Additional Capacity for AoLE Groups

As part of this funding you will be expected to provide additional funding for each of curriculum and/or digital pioneer partnership for the summer and Autumn 2018, to increase capacity to Areas of Learning groups.

You will also use this funding to provide additional funding to schools that provide additional capacity to specific AoLEs. These schools are agreed in partnership between Welsh Government and Regional consortia Successful Futures leads

Part time and Work Based ITE

To support the procurement and appointment of the supplier to deliver the developments in regard of part time and work based routes to initial teacher education.

As part of this funding you will be expected to: release a member (or more) of staff to work with us and support Welsh Government through the procurement stages of this work and with the successful provider once identified, through to the launch of the programme and its implementation.

More Able and Talented (MAT)

This funding is made available to support the development of a new national approach to identifying and supporting our more able and talented learners in Wales. This work is being led at consortia level by the cross-regional MAT group and will be subject to Welsh Government approval of the detailed proposals submitted this academic term.

National Academy for Educational Leadership – Academy Associates programme (AAP)

Additional funding to support delivery of the Academy's Associates programme under our priorities for leadership; supporting inspirational leaders working collaboratively to raise standards. The Funding is to support the release of a consortium member of staff who is acting as part of the delivery team for the AAP, calculated on the basis of 28 days input to the remaining elements of the programme up until December 2018.

Professional learning to support and raise the quality of our teachers.

The expectation of the funding is to help schools meet the demands of the new National Approach to Professional Learning (NAPL) and enable investment in the elements of the model. For example, it enables investment in practitioners' individual professional learning journeys and investment in collaboration.

The primary purpose of the funding is creating time in schools for practitioners to make the changes to practice they need to make in advance of the realisation of the new curriculum.

The funding is to be targeted at the learning required by teachers and learners to prepare them for the new curriculum.

The expectation of the funding is that every practitioner is to be given the opportunity to engage with professional learning utilising the funding. It is not reserved exclusively for the use of teachers and leaders and should be used, for example, to also enable access to professional learning for teaching assistants.

The principles underpinning the distribution and use of this funding are that:

- it is delegated in its entirety to schools and school budgets;
- the method used to determine funding at school level is calculated on FTE teacher numbers at the latest verified census point. This is the data that will drive the WG funding allocation to LAs;
- the funding is not exclusively reserved for support of teachers and leaders and is to be used to support all practitioners who support teaching and learning in classrooms including TAs/LSAs;
- the funding should be utilised to support engagement with the regional professional learning offer, or a professional offer, for example an HEI, or to support professional learning collaboration across schools.

In line with this, the funding should be used to support areas such as:

- the general release of teachers and TAs to engage in professional learning activities;
- the remuneration of individuals, creating roles and posts, to support the co-ordination of PL activities across a school or group of schools. These roles would support colleagues, departments or whole school approaches to critical enquiry, change management and SLO activities;
- the release costs for practitioners to engage in research activities and critical enquiry, funding release time to investigate the implications of the new curriculum for their own teaching and assessment practice;
- the release costs to enable practitioners to collaborate both within school and across clusters and networks of schools – engaging with collaborative professional learning and collaborative planning;

- supporting the development of the roles such as school (or cluster level) Professional Learning Coach

There is an expectation that schools will maximise the efficacy of the funding by pooling their resources appropriately across clusters/structured networks to maximise the impact and level of funding.

Monitoring requirements

Schools should publish their Professional Learning plans (either on a school or cluster level) outlining how they plan to support the professional learning needs of all practitioners within their schools and report annually report against those plans (again publishing a short report on their web-site).

Challenge Advisors within the regions should work alongside schools to consider the plans and in essence sign off to confirm that the plan meets the needs.

Capacity Building Expertise

The funding supports the provision of expertise within ERW, in relation to our national mission, to enable the co-construction of key policies in relation to small and rural schools and workforce planning.

Initially the work will focus on work within the Rural Education Plan along with the development of a workforce plan, to include a focus on small and rural schools, developing Welsh language skills and improving the quality of the supply workforce, including:

- taking forward identified actions in the Rural Education Plan;
- a state of the nation position on what is now in the system, and how it is informing planning around workforce development;
- an outline strategy for the delivery of recommendation 3 of Mick Waters report “Teaching: a valued profession”; and
- a plan to co-construct the 10 year workforce development plan

**REGIONAL CONSORTIA SCHOOL IMPROVEMENT GRANT FOR 2018-19:
REVISED GRANT FUNDING NOVEMBER 2018:
GRANT ACCEPTANCE**

We hereby accept the additional award of Funding for the Regional Consortia School Improvement Grant 2018-19 and the Conditions relating to the Funding.

Signature
Signatory on behalf of Pembrokeshire County Council

_____ Name

_____ Title

_____ Date

Signature
Signatory on behalf of Pembrokeshire County Council

_____ Name

_____ Title

_____ Date

Signature
Signatory on behalf of the ERW Consortium

_____ Name

_____ Title

_____ Date