

ERW JOINT COMMITTEE

9 FEBRUARY 2021



CONSORTIUM DEVELOPMENTS

PURPOSE: To provide the Joint Committee with a progress report.

RECOMMENDATIONS / KEY DECISIONS REQUIRED:

- To consider a suitable date for the dissolution/termination of ERW.
- To consider how ERW will be funded from its dissolution/termination date to implementation date of any new partnership (August 2021), if the regional funding is disaggregated.

REASONS:

- As noted in earlier papers the 1st April implementation date was ambitious and due to COVID-19, further lockdowns and officers having to support schools locally progress has not been as anticipated.
- To mitigate substantial redundancy costs

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EXECUTIVE SUMMARY

ERW JOINT COMMITTEE

9 FEBRUARY 2021

CONSORTIUM DEVELOPMENTS

Since the last meeting of the Joint Committee Directors have met to develop this agenda. However escalating COVID-19 cases in schools and further lockdowns has impeded progress.

As a group of Directors we have now drafted-

Mission Statement

The partnership will be a regional collaborative arrangement designed to promote excellence in all of our schools by means of an effective self-improving system based on honest self-evaluation and mutual support at all levels. It should inspire excellence in teaching and learning, and support and nurture leaders to enable them to grow schools that will encourage their staff and pupils to the achieve the best outcomes as they thrive as individuals, learners, citizens and contributors.

KEY PRINCIPLES

The Consortium will-

- Provide a secure central service which can encourage excellent people to commit to it, enabling funding to be delegated purposefully and provide higher levels of funding to reach schools as our key partners.
- Be an acknowledged hub of excellence, led by securely employed, high level specialists, who are able to provide leadership **and** support for local, hub or other sub-regional groupings.
- Be a partnership enabling the best use of intelligence about schools and the resources available to support improvement
- Share learning across the region to better support schools using consistent school improvement methodologies.
- Establish a consistent regional approach to reduce duplication, ensure fairness and equity for all schools and to demonstrate value for money.
- Have a secure and effective model of governance to underpin a more responsive and innovative regional service which supports accountabilities that are shared between the regional and the local.
- Develop a regionally formulated and agreed School Improvement strategy to be delivered locally to ensure the best possible provision of school improvement to further improve learner outcomes.
- The Consortium will develop a delivery function, when resources allow, to provide commissioned services to Local Authorities not part of the partnership.
- The central service structure will need to align with and reflect the resources available



AIMS AND VALUES

EQUITY AND FAIRNESS

- Equity and excellence go hand in hand. Location, deprivation or childhood experiences will not prevent learners from reaching their maximum potential
- Our learners will be resilient, imaginative, compassionate and ambitious – they will aim high and achieve their goals
- We take pride in the job that we do, and we are ambitious for all of our schools and their pupils
- We are committed to ensuring effective learning and that all pupils reach their potential

SUPPORT

- We celebrate and share success
- We lead by example and inspire confidence in others
- We lead by example and drive continuous improvement, by asking how we could do this better
- We focus on longer-term outcomes rather than short-term goals
- Barriers and challenges are resolved promptly, and success is celebrated

INNOVATION

- We inspire others and continuously seek innovative solutions.
- We effectively plan and anticipate change.
- We act on opportunities.
- We recognise problems and implement solutions

COLLABORATION

- Within the consortium, transparency, trust and honesty are a professional obligation
- We listen, we reflect, and we prepare well and question.
- We engage and support each other by working together and developing a shared focus.
- We build effective relationships with all stakeholders and partners.
- We recognise people's contributions and achievements
- We focus on sustainable progress and growth

INTEGRITY

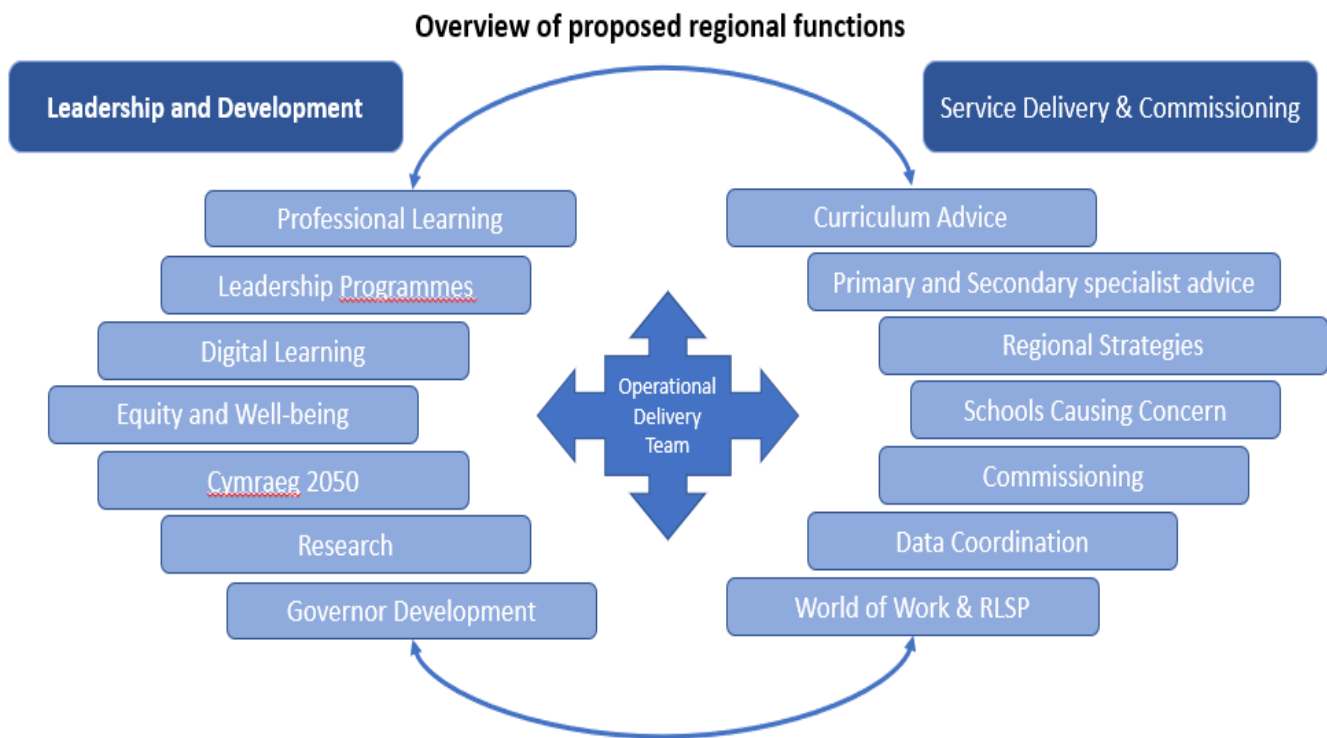
- All involved work together with each participant feeling valued, motivated, responsible and having the opportunity to contribute to the collective outcomes of the process;
- We are trustworthy and reliable
- We are able to adapt to changing priorities and seek to create a positive and healthy working environment.
- We stand by difficult decisions and openly acknowledge errors.
- We challenge and confront poor performance



FOUNDATIONS OF THE NEW STRUCTURE

- A strong, stable and permanent central team structure, including a lead officer, a small senior team to lead on specific areas of school improvement- these will make up the senior leadership team. The senior leadership team will be supported by a business support unit
- The Local Authority will continue to employ and deploy School Effectiveness Advisers. This aligns with the accountability and statutory responsibilities of Local Authorities
- Each LA will agree to employ/contract a sufficient number of School Effectiveness Advisers.
- In conjunction with the above, a Schools Causing Concern escalation protocol will be established. The School Performance Team will present evidence of a school's underperformance along with proposals as to which course of action should be taken.
- We will include a clause in the Legal Agreement that School Effectiveness Advisers must be available for deployment across the region. This will enable the Partnership to deploy teams with the agreement of Senior SEAs, with the appropriate expertise to carry out reviews of Schools Causing Concern.

DRAFT FUNCTIONS (each partner is currently considering the services it requires from the new partnership)



DETAILED REPORT ATTACHED?	NO
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IMPLICATIONS

Policy, Crime & Disorder and Equalities NONE	Legal YES	Finance YES	Risk Management Issues YES	Staffing Implications YES
<p>1. Legal</p> <p>The arrangements of any future partnership will fall outside the remit of the Joint Committee. Its implementation date will be for the relevant constituent authorities to determine. A seamless transition from ERW to the new partnership will mitigate substantial redundancy costs</p>				
<p>2. Finance</p> <p>Discussions are ongoing with Welsh Government in regard to how the regional funding will be disaggregated for the 2021/22 Financial year to allow partners to leave the consortium. However, as there isn't yet a new entity to provide for the remaining partners the funding of the current consortium needs to be resolved. If there isn't continuity of provision, there are substantial liabilities in regard to redundancy costs.</p>				
<p>3. Risk Management</p> <p>The lack of clarity in regard to the dissolution of ERW and the liabilities poses a risk</p>				
<p>4. Staffing Implications</p> <p>There are risks to the current staffing complement which need to be considered.</p>				

CONSULTATIONS

Local Authorities have begun engaging with their local schools.

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THESE ARE DETAILED BELOW

Title of Document	File Ref No.	Locations that the papers are available for public inspection

