

**DYDD MERCHER, 3 CHWEFROR 2021**

**CYFARFOD RHITHWIR  
PWYLLGOR AR Y CYD ERW  
AM 2.00 YP,  
AR DYDD MAWRTH, 9FED CHWEFROR, 2021**

## **A G E N D A**

1. **YMDDIHEURIADAU AM ABSENOLDEB**
2. **DATGAN BUDDIANNAU PERSONOL**
3. **LLOFNODI YN COFNOD CYWIR COFNODION Y CYFARFOD A GYNHALIUYD AR 13 TACHWEDD 2020** 3 - 12
4. **MATERION YN CODI O'R COFNODION**
5. **GOHEBIAETH** 13 - 30
6. **DIWEDDARIAD ERW** 31 - 56
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9. **COFRESTR RISGIAU ERW** 87 - 122
10. **CYNLLUN GWAITH ARCHWILIO MEWNOL** 123 - 128
11. **UNRHYW FATER ARALL Y GALL Y CADEIRYDD OHERWYDD AMGYLCHIADAU ARBENNIG, BENDERFYNU EI YSTYRIED YN FATER BRYN YN UNOL AG ADRAN 100B(4)(B) DEDDF LLYWODRAETH LEOL 1972**

Mae'r dudalen hon yn wag yn fwriadol

(NOTE: THESE MINUTES ARE SUBJECT TO CONFIRMATION BY THE JOINT COMMITTEE AT ITS NEXT MEETING)



**ERW Joint Committee  
Friday, 13th November, 2020  
Virtual Meeting  
2.05 - 4.05 pm**

**PRESENT:** Councillor Emlyn Dole [Chair], Carmarthenshire County Council

Councillor Rob Stewart	Swansea City Council
Councillor Phyl Davies (substituting for Cllr Rosemarie Harris)	Powys County Council
Councillor Guy Woodham (substituting for Cllr David Simpson)	Pembrokeshire County Council
Councillor Ellen ap Gwynn	Ceredigion County Council
Ms Caroline Turner	Powys County Council
Mr Eifion Evans	Ceredigion County Council
Mrs Wendy Walters	Carmarthenshire County Council
Mr Phil Roberts	Swansea City Council
Councillor Jennifer Raynor	Swansea County Council
Councillor Robert Smith	Swansea County Council
Mr Jonathan Haswell	Pembrokeshire County Council (ERW – S151 Officer)
Ms Elin Prysor	Ceredigion County Council (ERW - Monitoring Officer)
Mr Gareth Morgans	Carmarthenshire County Council (Lead Director)
Mr Stephen Richards Downes	Pembrokeshire County Council
Mr Ceri Davies	Pembrokeshire County Council (ERW - HR)
Ms Helen Lewis	Pembrokeshire County Council (ERW - HR)
Ms Jo Hendy	Pembrokeshire County Council (ERW – Internal Audit)
Mr Greg Morgan	ERW Chief Officer
Mr Ian Altman	ERW Chief Officer

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Ms Ruth Lee	ERW Business Support Manager
Ms Natalie Chambers	ERW Principal Accountant
Ms Ffion Lloyd	Ceredigion County Council
Mr Jeremy Saunders	Audit Wales
Ms Aneesa Ali	Audit Wales
Mr Mark Campion	ESTYN
Mr Alex Ingram	Welsh Government
Dr Chris Llewelyn	WLGA
Ms Llinos Jenkins	Carmarthenshire County Council
Mrs Michelle Evans Thomas	Carmarthenshire County Council (Democratic Services)
Mrs Jessica Laimann	Carmarthenshire County Council (Democratic Services)
Mrs Rhian Lloyd	Carmarthenshire County Council (Democratic Services)
Ms Siwan Rees	Carmarthenshire County Council (Translation)
Mr Jonney Corner	Carmarthenshire County Council (Technical Support)

#### 1. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors David Simpson (Pembrokeshire County Council) and Rosemarie Harris (Powys County Council), with Councillors Guy Woodham (Pembrokeshire County Council) and Phyl Davies (Powys County Council) attending as deputies.

The Chair welcomed to the meeting Greg Morgan and Ian Altman, who had been jointly appointed as Chief Officers for ERW.

#### 2. DECLARATIONS OF PERSONAL INTERESTS

There were no declarations of personal interests made at the meeting.

#### 3. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE JOINT COMMITTEE HELD ON THE 21ST JULY 2020

**RESOLVED** that the minutes of the meeting held on the 21<sup>st</sup> July 2020 be signed as a correct record.

#### 4. MATTERS ARISING FROM THE MINUTES

The Chair provided the Joint Committee with an update on the decisions arising from the last meeting.



## 5. ERW ACTIVITY UPDATE

The Joint Committee received an ERW Activity Update report, which outlined ERW activity between September and November 2020 and provided an overview of the Business Plan 2020/21 and the Business Plan monitoring for the first two quarters of the financial year.

The Joint Committee was advised that the Activity Report and Business Plan were based around six different priority areas with associated strategy groups. The Activity Report also provided an update on stakeholder engagement, communication and blended learning resources. There were several vacancies in the ERW Central Team and recruitment work for two Business Support Officer posts had commenced.

With regard to the budget, the ERW Chief Officer advised that 90% of ERW funding went directly to schools and local authorities, 1% was Education Workforce Council (EWC) funding for the NQT programme and only 9% were retained within ERW.

In relation to Covid-19, the Joint Committee was advised that the Welsh Government had imposed a 3% saving on each consortium based on the RCSIG total grant. Funding to schools and staff salaries had been protected and ERW had absorbed the savings in full, resulting in a 20% cut to work-stream budgets.

In response to a query on recruitment, the Joint Committee was advised that, given the current circumstances, the Business Support Officer posts would be offered fixed-term contracts until the 31<sup>st</sup> March 2021.

**RESOLVED that the ERW Business Plan 2020/21 and the associated monitoring process be approved.**

## 6. ERW DEVELOPMENT

### 6.1. TEMPORARY VARIATION OF THE ERW LEGAL AGREEMENT

The Joint Committee considered a report on the temporary variation of the ERW Legal Agreement. It was advised that the report was brought before the Joint Committee following its decision in July to provide Neath Port Talbot (NPT) schools with access to agreed services. The proposed changes to the Legal Agreement would enable ERW to provide NPT schools with access to services as detailed in the report. The report provided a draft Variation to the Legal Agreement, which was subject to agreement from all constituent authorities. Following advice from the Monitoring Officer, the report also proposed that a



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separate legal agreement be prepared between ERW and Neath Port Talbot Council.

**RESOLVED to**

**6.1.1. Agree the proposed changes to the Legal Agreement to enable ERW to provide Neath Port Talbot schools with access to agreed services as detailed within the report, subject to the assurance of no costs falling on ERW (save for legal costs incurred in amending the Legal Agreement);**

**6.1.2. Agree to the preparation of a separate legal agreement between ERW and NPT.**

**6.2. ERW JOINT AGREEMENT- TO MAKE CHANGES TO THE JOINT LEGAL AGREEMENT IN ACCORDANCE WITH CLAUSE 25**

The Joint Committee considered a report proposing changes to the ERW Joint Legal Agreement in accordance with Clause 25. The Joint Committee was advised that the report responded to a Joint Committee decision to replace the ERW Consortium with a new footprint. All constituent authorities except Pembrokeshire County Council and Powys County Council had issued their notice to withdraw from the Consortium by 31<sup>st</sup> March 2021. In order to enable Pembrokeshire and Powys to leave the Consortium by the same date, and to facilitate the dissolution of ERW by 31<sup>st</sup> March 2021, it was proposed that the Joint Committee, in consultation with the Executive Board, recommend to each constituent authority that changes were made to the Legal Agreement to:

- I. Facilitate dissolution/termination of the ERW Consortium;
- II. Address any subsequent liabilities/indemnities of all present (and former) constituent authorities;
- III. Facilitate a reduced notice of withdrawal period of 4 months

The Joint Committee was advised that amendments to the Joint Legal Agreement were subject to approval from each constituent authority and draft proposed amendments had been circulated to the respective Heads of Legal. It was further advised that, following receipt of written notices recommending variation of the Legal Agreement, legal opinion from the respective Heads of Legal of constituent authorities would need to be sought, Ceredigion County Council's legal costs in executing the above changes would be charged to ERW and legal advice would be required in establishing any new Consortium to which withdrawing authorities may wish to be affiliated.

Several questions and comments were raised, including the following:

- With regard to the reduced notice of withdrawal period, it was suggested that this should be three rather than four months to provide constituent authorities that wished to withdraw by 31<sup>st</sup> March 2021 with sufficient time to agree and submit a notice of withdrawal;



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- In response to a query, the Joint Committee was advised that the proposed decision was an agreement in principle to provide Pembrokeshire and Powys County Councils with the option to leave ERW by the 31<sup>st</sup> March 2021 if they wished.

**RESOLVED that**

**6.2.1. Following consultation with the Executive Board, a recommendation be made to each Authority, in accordance with Variation clause (Clause 25) of the ERW Joint Legal Agreement (2014) (“Legal Agreement”), that changes are made to the Legal Agreement, to:**

- I. Facilitate dissolution/termination of the ERW Consortium;**
- II. Address any subsequent liabilities/indemnities of all present (and former) Authorities;**
- III. Facilitate a reduced notice of withdrawal period of three months;**

**6.2.2. Notice in writing be given to each Authority of the recommendation agreed under 6.2.1.**

**6.3. CONSORTIUM DEVELOPMENT UPDATE**

The Joint Committee received an update on the ERW Consortium Development and noted the recommended decisions as detailed in the report. It was advised that, following the decisions made under Agenda Items 3, 6.1 and 6.2, the report proposed further decisions regarding additional support.

Members were advised that, in order to secure additional HR capacity to support the change process, an additional full-time officer at a senior level was required. Notification had been received that an experienced officer from Pembrokeshire was available and that the associated costs could be managed from within the current budget due to vacancies. Agreement in regard to this proposal had been received from each constituent Authority on the 8<sup>th</sup> of October 2020 but confirmation from the Joint Committee would be required to finalise the agreement. The report further proposed that the Senior HR Officer set up a Working Party with HR representatives from each constituent authority to deliver the agreed changes, that he provide advice on the contents of the current employees’ contracts in respect to redundancy, and calculate the potential cost in order that the Joint Committee could make informed decisions.

The Joint Committee was further advised that, in light of the complexity of the HR and financial processes and the impact of COVID-19 on the capacity of key officers, it was proposed that the implementation date for a new partnership model be deferred from 1<sup>st</sup> April 2021 to 1<sup>st</sup> September 2021. This would require all partners who had issued notice of withdrawal to agree to defer this action until the end of August 2021.

**RESOLVED that**



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- 6.3.1. The secondment of Ceri Davies to ERW to provide additional capacity to deal with the ERW closure and set up of new partnership arrangements, as agreed via e-mail response to Chair's request sent on 8<sup>th</sup> October 2020, be confirmed;
- 6.3.2. The Leaders of the constituent authorities hold a workshop to further discuss the dissolution of ERW.

## **7. FINANCIAL UPDATE 2020-21**

The Joint Committee received an update on the financial position of ERW for 2020-21 up to 30<sup>th</sup> September 2020. It was noted that the report provided specific detailed information in relation to:

- Central Team Budget
- Service Level Agreements
- Grant Allocations
- Regional Consortia School Improvement Grant (RCSIG)
- Business Plan Priorities
- Risks
- Reserves
- Recommendations

The Joint Committee was advised that expenditure was slightly higher than approved, however this had no impact on the level of reserves or Local Authority contributions. Similar to the previous financial update, risks areas had been identified around the change of the ERW structure, diminishing reserves and the continued reliance on grant funding.

In response to a query, Members were advised that the liability calculation following an ERW dissolution on 31<sup>st</sup> March 2021 would depend on any redundancies going forward and a comprehensive calculation could be developed once the structure of the new partnership model had been determined.

### **RESOLVED that**

- 7.1. The updated ERW financial position at the end of 30 September 2020 be noted;
- 7.2. The amendments to the Central Team budget for 2020-21 due to the increase in SLA costs and the costs of the secondment of the Head of Human Resources/HR Lead to ERW be approved;
- 7.3. The allocation of the PDG Grant for 2020-21 be approved;
- 7.4. The allocation of the RCSIG EIG Grant for 2020-21 be approved.

## **8. ERW GRANT FUNDING AND ALLOCATIONS REPORT 2020-21**

The Joint Committee considered a report on ERW Grant Funding and Allocations for 2020-21. The Joint Committee was advised that the report provided detailed





information on the grants received and proposed allocations for the following grants:

- Regional Consortia School Improvement Grant (RCSIG);
- EIG Element of the RCSIG;
- Recruit, Recover, Raise Standards: Accelerating Learning Programme (RRRS-ALP) Element of RCSIG;
- Welsh Charter Element of RCSIG;
- Professional Learning Grant Element of RCSIG;
- Pupil Development Grant;

**RESOLVED that**

- 8.1. The Regional School Improvement Grant (RCSIG) awarded for 2020-21 be accepted;**
- 8.2. The EIG Allocations for 2020-21 be approved;**
- 8.3. The RRRS-ALP Allocations for 2020-21 be approved;**
- 8.4. The Welsh Charter Distribution Allocations for 2020-21 be approved;**
- 8.5. The Professional Learning Grant Allocations for 2020-21 be approved;**
- 8.6. The Pupil Development Grant awarded for 2020-21 be accepted.**

**9. AUDIT WALES ERW AUDIT PLAN**

The Joint Committee received an update on the work to be undertaken by Audit Wales in discharging its statutory duties, including potential risk, the proposed audit response and details on the audit fee, team and timetable.

**RESOLVED that**

- 9.1. The WAO audit plan be approved;**
- 9.2. The audit fee of £13,000 be agreed;**
- 9.3. The timetable be agreed;**
- 9.4. The respective responsibilities be agreed.**

**10. ANNUAL HEAD OF INTERNAL AUDIT OPINION**

The Joint Committee received a report on the Head of Internal Audit annual opinion on the effectiveness of ERW's governance, internal control, risk management and financial management arrangements.

**RESOLVED that the Head of Internal Audit Annual Assurance Opinion 2019-20 be noted.**

**11. ERW STATEMENT OF ACCOUNTS 2019-20 AND AUDIT WALES ISA260 REPORT**

The Joint Committee received a report on the ERW Statement of Accounts for 2019-20. The overall financial position of ERW was recognised in several core financial statements within the Statement of Accounts, including the



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Comprehensive Income & Expenditure Statement (CIES), the Movement in Reserves Statement, the Balance Sheet and the Cash Flow Statement.

The Joint Committee was advised that the deadline required by the Accounts and Audit (Wales) (Amendment) Regulations 2018 for audit and approval of the ERW Statement of Accounts was the 15 September 2020. Due to the Covid-19 outbreak, this deadline could not be met but in accordance with Regulation 10 (4) a statement had been published on the ERW website setting out the reasons for non-compliance and the actions to be taken to ensure compliance as soon as possible.

The Joint Committee noted an uncorrected misstatement of £124k in the net pension fund liability as at 31<sup>st</sup> March 2019 and 31<sup>st</sup> March 2020. It was advised that the understatement had not been corrected because it was identified near to the end of the audit after all other amendments had substantially been completed and the value of the understatement was below the materiality threshold of £1.3m.

The Joint Committee was advised that the Internal Audit Opinion had not identified any significant internal control issues and Audit Wales would issue an unqualified opinion subject to the Statement of Accounts being signed by the S151 Officer and the Chair of the Joint Committee.

**RESOLVED that**

**11.1. The ERW Statement of Accounts for 2019-20 be approved;**

**11.2. The ERW Statement of Accounts for 2019-20 be signed by the Director of Resources (ERW S151 Officer) and the Chair of the ERW Joint Committee.**

**12. ANNUAL GOVERNANCE STATEMENT**

The Joint Committee received a report detailing the findings from the annual review of governance arrangements for the ERW Consortium for 2019-20. The Joint Committee was advised that the report and action plan had been produced in July against the best available evidence and planned actions might need to be reviewed in light of emerging discussions around the cessation and future model of ERW.

**RESOLVED that the Annual Governance Statement 2019-20 be approved.**

**13. ERW RISK REGISTER**

The Joint Committee received an update on the ERW Risk Register. Members were advised that the Risk Register had been updated to reflect the withdrawal of Neath Port Talbot Council and the impact of the Covid-19 pandemic. The risk relating to ERW Governance would need to be reviewed once a new partnership structure had been agreed. An additional risk was added in relation to qualifications 2020/21.



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**RESOLVED that**

- 13.1. The changes in the Regional Risk Profile be noted;
- 13.2. The ERW Risk Register be approved.

14. **ANY OTHER ITEMS OF BUSINESS THAT BY REASONS OF SPECIAL CIRCUMSTANCES THE CHAIR DECIDES SHOULD BE CONSIDERED AS A MATTER OF URGENCY PURSUANT TO SECTION 100(4)(B) OF THE LOCAL GOVERNMENT ACT 1972**

There were no items of urgent business.

\_\_\_\_\_  
**CHAIR**

\_\_\_\_\_  
**DATE**



Mae'r dudalen hon yn wag yn fwriadol

**CYD-BWYLLGOR ERW  
9 CHWEFROR 2021**

**GOHEBIAETH**

**DIBEN:** Bod y Cyd-bwyllgor yn cael yr ohebiaeth ganlynol:

- Llythyr oddi wrth Estyn, dyddiedig Ionawr 2021, mewn perthynas â gwaith ERW rhwng mis Mawrth a mis Hydref 2020
- Llythyr gan Gadeirydd Grŵp Cynghorwyr Craffu ERW at Gadeirydd y Cyd-bwyllgor yn myfyrio ar y safbwyntiau yn dilyn cyfarfod diwethaf Grŵp Cynghorwyr Craffu ERW ar 26 Tachwedd 2020
- Ymateb drafft gan Gadeirydd y Cyd-bwyllgor mewn ymateb i lythyr Cadeirydd Grŵp Craffu ERW uchod.

**ARGYMHELLION/PENDERFYNIADAU ALLWEDDOL SY'N OFYNNOL:**

Bod y Cyd-bwyllgor yn cael yr ohebiaeth uchod er gwybodaeth, a bod angen trafodaeth bellach ynghylch ymateb drafft y Cadeirydd i Gadeirydd Grŵp Craffu ERW.

**RHESYMAU:**

Gwybodaeth yn unig.

<p><b>Awdur yr Adroddiad:</b> <b>Greg Morgan/Ian Altman</b></p>	<p><b>Teitl:</b> <b>Prif Swyddogion ERW</b></p>	<p><b>Rhif Ffôn:</b> <b>E- bost:</b> <a href="mailto:greg.morgan@erw.cymru">greg.morgan@erw.cymru</a> <a href="mailto:ian.altman@erw.cymru">ian.altman@erw.cymru</a></p>
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**EXECUTIVE SUMMARY  
ERW JOINT COMMITTEE  
9 FEBRUARY 2021**

**CORRESPONDENCE**

**BRIEF SUMMARY OF PURPOSE OF REPORT**

- Letter from Estyn

Letter reviewing the work of regional consortia and local authorities in supporting their learning communities from March to October 2020.

- Letter from Chair of ERW Scrutiny Councillor Group to Chair of Joint Committee

Letter reflecting on the views following the last meeting of ERW Scrutiny Councillor Group held on 26<sup>th</sup> November 2020

- Draft response from Chair of Joint Committee in reply to Chair of ERW Scrutiny Group with further discussion required by Joint Committee.

**DETAILED REPORT ATTACHED?**

**YES**



## IMPLICATIONS

Policy, Crime & Disorder and Equalities <b>NONE</b>	Legal <b>NONE</b>	Finance <b>NONE</b>	Risk Management Issues <b>NONE</b>	Staffing Implications <b>NONE</b>
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## CONSULTATIONS

N/A.

**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
N/A	N/A	N/A

Mae'r dudalen hon yn wag yn fwriadol



Annwyl Greg ac Ian,

Yn gynnar yn ystod tymor yr hydref, gofynnodd Llywodraeth Cymru i ni gynnal adolygiad o waith awdurdodau lleol a chonsortia rhanbarthol i gefnogi'u cymunedau dysgu mewn ysgolion ac unedau cyfeirio disgyblion (UCDau) yn ystod y cyfnod o fis Mawrth i fis Hydref 2020.

Mae'r llythyr hwn yn amlinellu deilliant y gwaith hwn yn ERW. Mae cynnwys y llythyr wedi'i seilio ar gyfarfodydd rhithwir gyda swyddogion ynghyd a gwybodaeth o sampl o ysgolion ac UCD yn yr awdurdodau addysg ar draws y rhanbarth. Rydym hefyd wedi ystyried y ddogfennaeth ategol a ddarparwyd gan swyddogion ERW a'r adborth o arolygon o arweinwyr ysgol/UCD, llywodraethwyr, athrawon a staff cymorth, rhieni a disgyblion. Rydym wedi cyfeirio at y deilliannau o'r arolygon lle bo'n berthnasol, er y defnyddiwyd yr arolygon yn bennaf i lywio'r adroddiad cenedlaethol a gyhoeddwyd ar ein gwefan ar 15 Ionawr. Dyma [ddolen](#) i'r adroddiad hwnnw.

Hoffem ddiolch i'ch staff am roi o'u hamser i drafod eu gwaith gyda ni ac am ddarparu gwybodaeth ychwanegol pan ofynnwyd amdani.

Yn gywir,



**Meilyr Rowlands**  
**Prif Arolygydd Ei Mawrhydi**

### **Arweinyddiaeth a chydweithio**

Ar ddechrau'r pandemig, roedd ERW yn bartneriaeth o chwe awdurdod lleol, ond tynnodd Castell-nedd Port Talbot yn ôl o'r bartneriaeth ar 31 Mawrth 2020 ar ôl cwblhau 12 mis o rybudd. Mae Castell-nedd Port Talbot yn parhau i dderbyn nifer bach o wasanaethau gan ERW yn gysylltiedig â rhaglenni cenedlaethol, fel y Cymhwyster Proffesiynol Cenedlaethol ar gyfer Prifathrawiaeth, ond fel arall, rhoddodd ERW y gorau i ddarparu gwasanaethau gwella ysgolion i ysgolion Castell-nedd Port Talbot ar ôl mis Mawrth. Mae'r llythyr hwn yn canolbwyntio'n bennaf ar wasanaethau gwella ysgolion a ddarparwyd gan dîm canolog ERW, yn ystod y pandemig, i Sir Gaerfyrddin, Ceredigion, Sir Benfro, Powys ac Abertawe.

Rhoddodd tri o'r pum awdurdod lleol sy'n weddill rybudd eu bod yn bwriadu gadael ERW ar 31 Mawrth 2021. Yn anochel, mae hyn wedi peri ansicrwydd i staff eleni a chyfyngu ar allu ERW i gyflogi staff newydd i ddisodli staff sydd wedi gadael. Fe wnaeth rheolwr gyfarwyddwr ERW ar ddechrau'r pandemig ymddeol ym Mai 2020. Ymgwymerodd ei ddirprwy â swydd y rheolwr gyfarwyddwr, yna ymddeolodd ef yn Awst 2020.

Rydym yn ymwybodol bod gan ERW fodel gweithredu gwahanol iawn o gymharu â'r consortia rhanbarthol eraill. Yn benodol, caiff rôl yr ymgynghorydd her<sup>1</sup> ei chyflawni gan staff sy'n cael eu cyflogi a'u lleoli gan awdurdodau lleol unigol ac mae awdurdodau lleol hefyd yn dewis darparu gwasanaethau ychwanegol o ran gwella ysgolion.

Yn ystod y pandemig, cryfder y model gweithredu hwn oedd y berthynas waith agos sydd gan ymgynghorwyr her ym mhob awdurdod lleol â gwasanaethau addysg eraill yn lleol, felly bu'n bosibl cefnogi ysgolion mewn modd cysylltiedig. Fodd bynnag, oherwydd bod gwasanaethau gwella ysgolion yn cael eu darparu o ddwy ffynhonnell wahanol yn y rhanbarth – yr awdurdodau lleol ac ERW – mae perygl y caiff cyngor gwahanol ei roi a risg dyblygu gwaith.

Trwy gydol y cyfnod, mae arweinwyr ERW wedi ceisio cefnogi lles staff ERW a sicrhau bod adnoddau ERW wedi cael eu defnyddio i gynorthwyo ysgolion yn y rhanbarth â materion yn gysylltiedig â'r pandemig, ynghyd â'u blaenoriaethau gwella ysgol eu hunain ar hyn o bryd. Mae arweinwyr ERW wedi cynnal sesiynau ar-lein rheolaidd gyda staff fel bod pawb yn gwybod y diweddaraf am effaith y pandemig ar ERW ac i archwilio ar y cyd y ffordd orau o gefnogi ysgolion. Hefyd, gwnaeth arweinwyr ERW yn siŵr fod cymorth personol ar gael i staff drwy wasanaeth adnoddau dynol (AD) Sir Benfro, oherwydd mai nhw sydd â'r prif gyfrifoldeb am AD ar ran ERW.

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<sup>1</sup> Defnyddiwn yr ymadrodd hwn am fod y Model Cenedlaethol ar gyfer Gweithio Rhanbarthol yn ei ddefnyddio i ddiffinio swyddogaeth benodol. Gallai teitlau staff sy'n cyflawni'r rôl hon amrywio yn lleol.

Darparodd ERW ddiweddariadau rheolaidd am y gefnogaeth y gallent ei chynnig i ysgolion ac UC Dau yn y rhanbarth drwy'r e-bost, y cyfryngau cymdeithasol a chysylltiad uniongyrchol gan eu staff nhw a staff ymgynghorol awdurdodau lleol.

Mae'r cyfarwyddwr addysg o awdurdod lleol arweiniol wedi rhoi cymorth ac arweiniad gweithredol gwerthfawr i arweinwyr ERW yn ystod y pandemig, a hynny ar ran y pum awdurdod lleol. Darparodd y rheolwr gyfarwyddwr adroddiadau defnyddiol ar gefnogaeth ERW i ysgolion i'r Bwrdd Gweithredol a'r Cydbwyllgor, er y bu'r dadansoddiad beirniadol yn y naill fwrdd a'r llall o ba mor dda y mae ERW wedi cefnogi ysgolion yn ystod y cyfnod hwn yn gyfyngedig.

## **Hyrwyddo dysgu**

Yn ystod diwedd tymor y gwanwyn a dechrau tymor yr haf, neilltuodd swyddogion ERW gyfran sylweddol o'u hamser i weithio gyda phrosiectau cenedlaethol. Roedd hyn wedi cynnwys llunio amrywiaeth o ddeunyddiau cymorth defnyddiol, ar y cyd, i ategu'r Cynllun Parhad Dysgu cenedlaethol.

Cyfrannodd aelodau o dîm ERW yn sylweddol at arweiniad ar galedwedd a defnyddio adnoddau digidol, gan gynnwys er mwyn cefnogi busnes ysgolion. Lluniodd swyddogion amrywiaeth o gyhoeddiadau buddiol i'r rhanbarth, ar y cyd ag awdurdodau lleol. Rhoddodd y cyhoeddiadau esboniad clir o'r gwahanol fodelau dysgu ac addysgu y gellid eu mabwysiadu ar gyfer dysgu o bell neu ddysgu cyfunol ar draws pob cam a chyfnod allweddol, ynghyd â chanllawiau ategol i rieni. I gyd-fynd â'r canllawiau hyn, lluniodd swyddogion o'r rhanbarth hefyd gyfres o weminarau ar amrywiaeth o bynciau perthnasol, gan gynnwys defnyddio adnoddau Hwb, cefnogi pontio a chysylltu â dysgwyr y Cyfnod Sylfaen. Fe wnaeth y gweminarau hyn gynnwys cameos gan ysgolion yn y rhanbarth a denwyd nifer fawr o wylwyr o ERW ac o bob cwr o Gymru.

Yn gynnar yn ystod y cam hwn, sefydlodd swyddogion wefan yn cynnig gwybodaeth a dolenni ynghylch dysgu o bell a dysgu cyfunol. Tynnwyd ynghyd lawer iawn o arweiniad a gwaith darllen posibl o amrywiaeth eang o ymchwil ryngwladol, ynghyd â dogfennau lleol perthnasol. Roedd y rhain yn amrywio o sylwebwyr addysg byd-enwog, fel Michael Fullan a John Hattie, i bolisïau enghreifftiol awdurdodau lleol ac enghreifftiau o ysgolion yn y rhanbarth. Roedd bron bob un o'r ysgolion a'r UC Dau yn gwerthfawrogi'r awgrymiadau hyn yn fawr, er y dywedodd ychydig arweinwyr ysgol wrthym fod lefel y wybodaeth a rannwyd gan y consortiwm, yr awdurdod lleol ac yn genedlaethol yn eu llethu, a'u bod yn dibynnu ar gymheiriaid-arweinwyr ysgol neu ymgynghorwyr her lleol i'w helpu i hidlo'r dulliau a allai fod yn fwyaf addas i'w hysgol.

Cafodd y grŵp traws-ranbarth a aeth i'r afael â heriau medrau'r Gymraeg i bob dysgwr ei gadeirio gan swyddogion yn ERW. Yn y rhanbarth, cafodd adnoddau a chefnogaeth i athrawon eu dwyn ynghyd mewn un man ar-lein canolog, gan ei gwneud hi'n hawdd i ymarferwyr gael atynt. Rhoddodd arweinwyr ysgol a swyddogion awdurdod lleol ganmoliaeth i'r gefnogaeth a'r adnoddau gwerthfawr a

rannwyd, gan gynnwys prosiect 'capiwl amser' a gwmpasodd ddeunyddiau iaith Gymraeg, dysgu digidol a ffocws ar les.

### **Cameo: Cynorthwyo Ysgol Gyfun Ddwyeithog y Preseli i hybu'r defnydd o'r Gymraeg gartref**

Daw lleiafrif o ddisgyblion o gartrefi di-Gymraeg ac roedd yr ysgol yn cydnabod pwysigrwydd hybu a chynnal yr iaith yn y cartref. Mae ffocws penodol ar lafaredd wedi bod yng nghynllun datblygu'r ysgol. Cynorthwyodd swyddogion ERW athrawon i arbrofi â 'Flipgrid', sef adnodd digidol y gall dysgwyr ei ddefnyddio i recordio'u hymatebion ar fideo. Mae'r ysgol wedi defnyddio hwn yn llwyddiannus fel un ffordd o atgyfnerthu'r iaith.

Canolbwyntiodd tîm cymorth pwnc arbenigol ysgolion uwchradd ar wella addysgu yn yr ystafell ddosbarth, dysgu o bell ac arweinyddiaeth ganol. Rhoddodd staff yn y tîm gymorth i ysgolion, UC Dau a rhwydweithiau ysgolion trwy roi cyngor ar gynllunio a dysgu proffesiynol. Rhoddodd y rhan fwyaf o ysgolion uwchradd yn y rhanbarth sylwadau cadarnhaol am yr agwedd ddefnyddiol hon ar gymorth ERW. Yn benodol, rhoesant ganmoliaeth i waith y tîm Cymraeg, Saesneg a gwyddoniaeth, a gynhaliodd gyfarfodydd rhwydwaith rheolaidd ar anghenion ysgolion ar draws y rhanbarth, yn ogystal â rhannu adnoddau defnyddiol. Dywedodd penaethiaid fod lles staff wedi elwa o gyfarfodydd rhwydwaith, yn enwedig staff mewn adrannau bach.

Mae gan ERW dîm penodedig i gynorthwyo ysgolion ac UC Dau i baratoi ar gyfer y Cwricwlwm i Gymru. Yn ystod y cyfnod hwn, cyfrannodd staff yn y tîm at waith cenedlaethol, ond parhaont i gefnogi ysgolion yn y rhanbarth hefyd. Rhannodd y tîm adnoddau dysgu proffesiynol ar-lein o'r enw 'Egwyddorion ar gyfer Rhagoriaeth'. Bwriedir i'r adnodd hwn ddwysáu dealltwriaeth athrawon o'r 12 egwyddor addysgegol sydd wedi'u cynnwys yng nghanllawiau'r Cwricwlwm i Gymru. Ynghyd â llawer o adnoddau eraill ERW, rhannwyd 'Egwyddorion ar gyfer Rhagoriaeth' yn rhanbarthol ac yn genedlaethol, ac mae ganddo gysylltiadau â phrosiectau Llywodraeth Cymru fel 'Trafod Addysgeg' a'r ymagwedd genedlaethol at ddysgu proffesiynol. Yn ogystal, parhaodd y tîm i gefnogi rhaglen 'Trawsnewid Eich Cwricwlwm', sydd ar gael yn uniongyrchol i ysgolion trwy 'Dolen', sef llwyfan digidol ERW.

Yn ystod y cyfnod hwn, bu anghenion dysgu proffesiynol ysgolion ac UC Dau o ran dysgu yn canolbwyntio'n fawr iawn ar sut i ddatblygu arbenigedd athrawon mewn dysgu o bell er mwyn ymgysylltu â disgyblion a chael cefnogaeth rhieni. Rhannodd ERW arweiniad i gynorthwyo ysgolion i gynnal eu dysgu proffesiynol effeithiol, ar-lein, eu hunain. Cafodd llawer o'r gwaith a gynlluniwyd gydag ysgolion, gan gynnwys y Prosiect Ymholi Proffesiynol Cenedlaethol, Prosiectau Meithrin Gallu Ymchwil, Prosiect Ymholi Ysgolion MAT Arweiniol a'r Prosiect Ymholi Ôl-16, ei atal tan yr hydref i raddau helaeth, er bod cydweithwyr ERW ar gael i helpu cydweithwyr i gynllunio ymlaen ar gyfer y tymor canlynol. Cyflwynwyd rhaglenni arwain cenedlaethol o bell, ochr yn ochr â chydweithwyr rhanbarthol, lle bynnag yr oedd yn bosibl.

## Cefnogi dysgwyr agored i niwed

Cyfrannodd ERW yn sylweddol at ddatblygu canllawiau cenedlaethol i ysgolion ac UCDAu ar gefnogi lles dysgwyr, fel rhan o raglen Parhad Dysgu Llywodraeth Cymru. Ar gefn y canllawiau cenedlaethol hyn, datblygodd ERW adnoddau defnyddiol a chynigiodd ddysgu proffesiynol gwerthfawr ar ddwy thema benodol: cadw mewn cysylltiad a bod yn actif.

O ran thema 'cadw mewn cysylltiad', darparodd ERW weminarau ar sut i ddefnyddio platfformau ar Hwb i annog cydweithio. Cynigiwyd hyfforddiant i ysgolion arbennig a lleoliadau arbenigol ar ddefnyddio Flipgrid. Cymerodd dros 60 o ymarferwyr ran, ac wedyn defnyddion yr adnodd i ymgysylltu â'u dysgwyr a chadw'u dysgwyr mewn cysylltiad â'i gilydd. Ar gais, darparwyd sesiwn hefyd i staff iaith a lleferydd mewn un awdurdod lleol, yna defnyddion Flipgrid fel platfform ar gyfer eu gwaith gyda dysgwyr unigol. Datblygwyd [gwefan](#) i helpu gyda pharhau i ddefnyddio Flipgrid yn y rhanbarth fel adnodd i gynnal cysylltiad rhwng staff a dysgwyr, gan gynnwys astudiaethau achos gan ysgolion.

O ran thema 'bod yn actif', datblygodd ERW [wefan](#) a gyfeiriodd ysgolion ac UCDAu at adnoddau a gweithgareddau presennol a fyddai'n arbennig o addas ar gyfer annog gweithgarwch corfforol yn ystod y cyfnod clo. Roedd yr adnoddau hyn yn cyfateb i feysydd datblygiad corfforol allweddol a bwriadwyd iddynt helpu dysgwyr i ddatblygu'r hyder, y cymhwysedd a'r symbyliad i fod yn actif yn gorfforol.

I helpu ysgolion i baratoi i ailagor ym Mehefin, datblygodd ERW gyfres o weithgareddau cefnogol yn seiliedig ar ddull ystyriol o drawma, oherwydd i rai dysgwyr, bydd nodweddion digwyddiad trawmatig yn perthyn i'r cyfnod clo. Cynigiwyd dysgu proffesiynol i ysgolion ar chwarae seiliedig ar berthynas, o fewn cyfyngiadau COVID-19. Comisiynodd ERW ddau adnodd fideo gyda'r Athro Neil Frude, yn canolbwyntio ar les staff a rheoli gorbryder ymhlith plant a phobl ifanc. Gwylwyd y fideos hyn dros 150 o weithiau.

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## Gwaith y consortiwm rhanbarthol i gefnogi ei ysgolion ac UCDAu o Fedi 2020 ymlaen

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### Arweinyddiaeth a chydweithio

Oherwydd y posibilrwydd o ddiddymu ERW ym Mawrth 2021, ni phenodwyd rheolwr gyfarwyddwr ym Medi 2020. Yn hytrach, mae dau uwch-aelod staff wedi ymgymryd â rolau prif swyddogion ers Medi. Mae'r newidiadau hyn mewn arweinyddiaeth wedi digwydd mewn cyfnod oedd eisoes yn anodd iawn oherwydd y pandemig. Ers i'r ddau brif swyddog ymgymryd â'u rolau ym Medi, maent wedi parhau i weithio'n agos ag awdurdodau lleol ac ysgolion ar draws y rhanbarth.

Mae prif swyddogion ERW wedi cynnig parhad i ddull ERW o gefnogi ysgolion. Mae'r prif swyddogion wedi rhoi adroddiad defnyddiol ar gymorth ERW i ysgolion yn

ystod wythnosau cyntaf tymor yr hydref i'r Bwrdd Gweithredol a'r Cydbwyllgor, a wnaeth hefyd gwmpasu cynlluniau ar gyfer gweddill y tymor a thu hwnt.

Mae ERW wedi parhau i ddarparu diweddariadau rheolaidd am y cymorth y gall ei gynnig i ysgolion ac UC'Dau trwy ei sianeli cyfathrebu arferol, ac mae wedi mireinio'r rhain yn ddefnyddiol mewn ymateb i adborth adeiladol.

Mae staff ERW yn gweithio mewn amgylchiadau heriol iawn, gan geisio addasu eu cymorth i ysgolion yn ystod y pandemig heb wybod p'un a fydd ERW – a'u swyddi nhw – yn bodoli y tu hwnt i Fawrth 2021. Mae'r prif swyddogion, gyda chefnogaeth cyfarwyddwr yr awdurdod lleol arweiniol, wedi dangos dealltwriaeth ac wedi bod yn gefnogol, ac wedi rhoi cyfeiriad addas i waith ERW yn y tymor byr.

Mae'r diffyg cynllun ar gyfer gwasanaethau gwella ysgolion yn ne orllewin Cymru o Ebrill 2021 ymlaen yn bryder sylweddol. Yn naturiol, mae awdurdodau lleol wedi blaenoriaethu'u hymateb i'r pandemig. Fodd bynnag, mae aelodau etholedig ac uwch swyddogion ar draws pob awdurdod lleol yn y rhanbarth wedi bod yn rhy araf i sicrhau bod gweledigaeth a chynllun clir ynghylch sut bydd gwasanaethau gwella ysgolion, o ansawdd uchel, sy'n bodloni eu hanghenion, yn cael eu darparu i ysgolion ac UC'Dau o Ebrill 2021 ymlaen.

Canfu ein harolwg o arweinwyr ysgol yn y rhanbarth ym mis Hydref eu bod yn llai cadarnhaol am y cymorth a gawsant gan ERW ar gyfer dysgu, o gymharu â barn arweinwyr am eu consortiwm mewn dau ranbarth arall ac yn debyg i'r farn yn y rhanbarth arall. Bu gennym bryderon am lywodraethiant ERW ers peth amser cyn y pandemig a nodom y rhain mewn llythyron blaenorol i'r Cydbwyllgor. Nid yw'n eglur p'un ai a yw'r adborth negyddol gan arweinwyr ysgol yn adlewyrchu pryderon penodol am ymateb ERW i'r pandemig neu eu pryderon cyffredinol eu hunain am ERW.

## **Hyrwyddo dysgu**

Parhaodd swyddogion yn ERW i gynorthwyo ysgolion â dysgu digidol yn nhymor yr hydref. Cynhaliont gyfres o weminarau i ysgolion cynradd, uwchradd ac arbennig, ac UC'Dau, yn rhoi trosolwg o'r adnoddau sydd ar gael drwy Hwb i gefnogi dysgu cyfunol a dysgu o bell, gan ategu'u gwaith cynharach. Fe wnaeth y sesiynau hyn gynnwys themâu penodol i arweinwyr ysgol, fel beth i'w ystyried yn achos ynysu grwpiau blwyddyn unigol. Hefyd, fe wnaeth y gweminarau hyn gynnwys recordiadau a thrafodaethau byw gydag arweinwyr ysgol o bob cwr o'r rhanbarth, a roddodd sicrwydd i arweinwyr ysgol wrth ystyried sut i roi eu cynlluniau eu hunain ar waith. Yn ogystal, rhannodd y tîm adnoddau diogelwch ar-lein a hunanadolygu, ynghyd â chymorth ar gyfer meysydd penodol o'r cwricwlwm, er enghraifft i ddatblygu arfer athrawon wrth godio. Ar Google Classroom, mae dosbarth a sefydlwyd yn benodol i gynorthwywyr addysgu ddatblygu'u medrau ar-lein, wedi denu dros 200 o bobl i gymryd rhan.

Mae staff sy'n helpu gyda datblygiad y Gymraeg wedi cadw mewn cysylltiad ag ysgolion yn rheolaidd. Er mwyn cynnal ymgysylltiad dysgwyr, crewyd amrywiaeth o adnoddau newydd, defnyddiol. Mae'r rhain yn cynnwys Top Trumps 'Arwyr Cymreig', Calendr Siarter Iaith, darnau fideo Seren a Sbarc ar gyfer TGAU Cymraeg

a TGAU Cymraeg Ail Iaith, ynghyd â llyfr o ymarferion darllen yn arddull PISA ar gyfer dysgwyr iaith gyntaf ac ail iaith. Mae Ap Iaith ac adnodd 'Videoscribe' ar hanes yr iaith Gymraeg wedi cael eu datblygu ymhellach. Hyrwyddwyd yr adnoddau defnyddiol hyn ar draws platfformau digidol ERW. Yn ogystal, mae dau rwydwaith penodol ar Hwb (ERW – Cymraeg ac ERW – Cymraeg Ail Iaith) lle y gall athrawon uwchradd ddod o hyd i amrywiaeth fawr o adnoddau. Yn fwy diweddar, crewyd blatfform cenedlaethol – Y Pair (Adnoddau Cymraeg Uwchradd), ac Y Gist (Adnoddau Cymraeg Ail Iaith Uwchradd). Mae arbenigwyr ERW wedi cyfrannu at ddatblygu'r ddau blatfform.

Mae'r tîm pwnc arbenigol uwchradd wedi parhau i fireinio'u cynnig. Ffynhonnell allweddol o gymorth i ysgolion ac UC Dau yw'r cyfarfodydd rhwydwaith pwnc ar-lein, sydd wedi bod yn boblogaidd. Mae'r holl eitemau ar yr agenda wedi'u cysylltu â blaenoriaethau cyffredin ysgolion ac wedi'u datblygu ar y cyd ag arweinwyr canol pwnc. Mae enghreifftiau o feysydd yn cynnwys arweinyddiaeth ar ôl y cyfnod clo, dysgu ac addysgu effeithiol yn y 'normal newydd', a chymwysterau 2021. Hefyd, mae'r timau wedi cynnig arweiniad i ysgolion ar sut orau y gallent ddefnyddio'r grant 'Recriwtio, adfer, a chodi safonau: y rhaglen dysgu carlam' ar gyfer pynciau penodol, ar y cyd ag ymgynghorwyr her awdurdodau lleol.

Mae timau pwnc wedi llunio amrywiaeth o adnoddau i enghreifftio sut beth yw dysgu o bell, dysgu cyfunol a dysgu effeithiol yn yr ystafell ddosbarth ym mhob un o feysydd y cwricwlwm. Mae pwyslais cryf ar ehangder a dyfnder cynnwys y pwnc a dilyniant medrau yng nghyfnodau allweddol 3 a 4, ynghyd â dysgwyr ôl-16. Yn ogystal â'r cyngor ac arweiniad hwn, mae'r tîm uwchradd wedi darparu 'pecynnau ymateb' ar gyfer meysydd pwnc unigol, a chroesawyd y rhain. Mae'r pecynnau digidol hyn yn darparu tuag wythnos o ddeunydd i ddisgyblion cyfnodau allweddol 3 a 4 sy'n gorfod hunanynysu ac na allant fynd i'r ysgol. Gellir golygu'r pecynnau hyn a gall athrawon ystafell ddosbarth eu diwygio a'u newid i fodloni eu hanghenion.

### **Cameo: Helpu addysgu gwyddoniaeth yn Ysgol Gymunedol Dylan Thomas**

Adeg dychwelyd i'r ysgol, dywedodd yr ysgol ei bod yn anodd iawn cynllunio sut i gynnal gweithgareddau ymarferol yn ddiogel. Dywedodd y pennaeth wrthym fod timau pwnc ERW wedi rhannu canllawiau clir a defnyddiol a dawelodd meddyliau athrawon y pynciau hyn. Er enghraifft, rhoddodd tîm gwyddoniaeth ERW enghreifftiau o safleoedd ar-lein a oedd yn cynnwys fideos yn arddangos arbrogion, a chyfoeth o adnoddau defnyddiol a difyr y gallai athrawon eu defnyddio ar gyfer dysgu o bell.

Mae tîm y Cwricwlwm i Gymru wedi datblygu set o raglenni i archwilio model cysyniadol y cwricwlwm, y gellir ei ddefnyddio'n rhithwir neu, pan fydd y sefyllfa'n caniatáu, yn bersonol. Gellir mynd at y rhain drwy ran bwrpasol o'r wefan ac maent yn galluogi ysgolion i gael at gymorth i ddatblygu addysgeg, asesu a dilyniant. Hefyd, mae gweithdai ymgysylltu ar gyfer pob un o'r chwe Maes Dysgu a Phrofiad. Bwriedir i'r adnoddau gael eu defnyddio ar y cyd â dulliau dysgu proffesiynol a datblygwyd yn lleol ac yn genedlaethol.

I helpu ysgolion i ddatblygu'u hymagweddau at y Cwricwlwm i Gymru, mae ERW, mewn cydweithrediad â phartneriaid o sefydliad addysg uwch, wedi rhoi nifer o rwydweithiau dysgu proffesiynol ar waith, bob un ohonynt yn canolbwyntio'n benodol ar addysgeg a'r chwe maes dysgu a phrofiad. Hefyd, mae'r tîm yn helpu ysgolion ac UC'Dau gyda'r Prosiect Ymholi Proffesiynol Cenedlaethol, Ysgolion fel Sefydliadau sy'n Dysgu, y Prosiect Addysgeg Cenedlaethol a'r Daith Dysgu Proffesiynol. I ategu'r agenda genedlaethol, bydd Ysgolion Ymholi Arweiniol yn cynorthwyo Ysgolion Ymholi Partner newydd i archwilio themâu fel Addysgeg a Dysgu, Ail-greu Addysg, Cynhwysiant ac Asesu. Mynychodd tua chant o bobl ddigwyddiad lansio ar-lein y rhwydweithiau hyn. Mae staff o ysgolion sy'n cymryd rhan yn y rhwydweithiau hyn wedi cymryd rhan mewn sesiwn hanner diwrnod o gyflwyniad i hyfforddiant a mentora, ochr yn ochr ag ymgynghorwyr her o awdurdodau lleol yn y rhanbarth. Er mai megis dechrau y mae'r gwaith hwn, mae swyddogion wedi cynnwys gweithgarwch gwerthuso, gan fabwysiadu model Kirkpatrick i asesu effeithiolrwydd y rhwydweithiau hyn dros gyfnod.

Mae rhaglenni arweinyddiaeth wedi cael eu hatal i raddau helaeth y tymor hwn hyd yn hyn, ond mae recriwtio wedi parhau ac mae llawer o garfanau newydd wedi dechrau'n ddiweddar neu byddant yn dechrau ar ôl y Nadolig. Mae swyddogion wedi addasu deunyddiau fel eu bod yn addas i'w defnyddio mewn darpariaeth gyfunol ac ar-lein, er enghraifft yn y Rhaglen Datblygu Arweinwyr Canol a ddechreuodd ym mis Tachwedd. Mae'r rhaglen benodol hon hefyd yn cynnwys 72 lle ategol i Gydlynwyr Anghenion Dysgu Ychwanegol, wedi'u hariannu gan y grant trawsnewid ADY. Bwriedir i'r ystod lawn o raglenni ailddechrau yn yr hydref, ynghyd â chymorth i athrawon newydd gymhwyso a fydd, eleni, yn cynnwys athrawon sydd wedi'u recriwtio o ganlyniad i'r grant Recriwtio, adfer, a chodi safonau.

### **Cefnogi dysgwyr agored i niwed**

Ar gyfer dechrau'r tymor, comisiynodd ERW yr Athro Robin Banerjee i gyflwyno dysgu proffesiynol er mwyn datblygu dealltwriaeth staff o hunaneffeithlonrwydd a chyswllt, sy'n allweddol i gefnogi lles. Comisiynwyd Dr Carol Harper i ddarparu sesiwn ar 'Ysgolion Ystyriol o Drawma: Hyfforddiant Yn Ôl i'r Ysgol'. Cymerodd tua 100 o ysgolion ran ym mhob digwyddiad. Cafodd sesiwn yr Athro Banerjee ei recordio a gwyliwyd y recordiad hwn dros 150 o weithiau ers hynny.

Mae penaethiaid ym Mhowys, er enghraifft, wedi dweud wrthym fod y deunyddiau hyfforddiant a chymorth i'r holl staff ar ddelio â materion yn gysylltiedig â thrawma wedi bod yn werthfawr iawn y tymor hwn wrth i ddisgyblion ddychwelyd i'r ysgol. Yn benodol, dywedodd penaethiaid fod yr holl staff yn gallu cael at hyfforddiant o'r fath yn hawdd a'i fod yn cyfoethogi'u trafodaethau ar sut i gefnogi disgyblion pryderus neu agored i niwed.

Mae dysgu proffesiynol buddiol pellach yn ystod tymor yr hydref i hybu lles a chefnogi dysgwyr agored i niwed wedi canolbwyntio ar gefnogi dysgwyr sydd wedi'u mabwysiadu, dysgwyr sy'n derbyn gofal, dysgwyr sydd wedi cael profiadau niweidiol yn ystod plentyndod a dysgwyr o gefndiroedd difreintiedig yn economaidd



gymdeithasol. Recordiwyd llawer o'r sesiynau ac maent ar gael i ysgolion ac UC'Dau drwy wefan ERW.

Yn ddefnyddiol, mae ERW wedi amlinellu sut gall ei gynnig dysgu proffesiynol helpu ysgolion i wneud defnydd da o'u grant 'Recriwtio, adfer a chodi safonau' gan Lywodraeth Cymru.

Mae ERW wedi comisiynu Challenging Education i arwain dysgu proffesiynol yn ystod y flwyddyn er mwyn hybu cydraddoldeb mewn addysg, o'r enw 'Meddwl Mewn Ffordd Wahanol ar gyfer Dysgwyr Ddifreintiedig'. Mae hyn yn cynnwys digwyddiadau dysgu proffesiynol byw bob hanner tymor sy'n cael eu recordio, fel eu bod ar gael i bawb. Yn ogystal, mae ERW yn cynorthwyo 14 ysgol uwchradd ar draws y rhanbarth, gan weithio gydag ymgynghorwyr o Challenging Education, i gymryd rhan mewn rhaglen 'Codi Cyflawniad Pobl Ifanc Ddifreintiedig' sy'n amcanu at newid eu hymagwedd yn llwyr.

Mae ERW wedi comisiynu Hafal i gynnig hyfforddiant ar wydnwch i 3 aelod staff o bob ysgol uwchradd er mwyn cynorthwyo dysgwyr Blynyddoedd 10 i 13 i baratoi ar gyfer arholiadau neu asesiadau. Yn nhymor y gwanwyn, mae ERW wedi bwriadu cynnal hyfforddiant achrededig ar 'hyfforddiant emosiwn' a fydd yn galluogi'r bobl sy'n cymryd rhan i hyfforddi'u cydweithwyr.

Mae'r dudalen hon yn wag yn fwriadol



At sylw:  
**Y Cyng. Emlyn Dole**  
Cadeirydd Cyd-bwyllgor ERW

Gofynnwch am: Y Tîm Craffu

Llinell y Swyddfa Gr: 01792 637256

e-bost: [scrutiny@swansea.gov.uk](mailto:scrutiny@swansea.gov.uk)

Dyddiad 17 Rhagfyr 2020

Annwyl Gynghorydd Dole

### **Grŵp Cynghorwyr Craffu ERW – 26 Tachwedd 2020**

Hoffai'r Grŵp Cynghorwyr Craffu ddiolch i Gareth Morgans, Ian Altman a Greg Morgan am fod yn bresennol yn ein cyfarfod, am gyflwyno'r wybodaeth y gofynnem amdani, ac am ateb ein cwestiynau. Ysgrifennaf atoch i adlewyrchu safbwyntiau'r cyfarfod hwnnw.

Roeddem yn falch o glywed am y cymorth cadarnhaol y mae ERW wedi'i ddarparu i'r rhanbarth yn ystod y misoedd diwethaf, yn enwedig o ran dysgu ar-lein a dysgu cyfunol, fel ei gilydd, a rhannu arfer da. Dymunol oedd nodi bod yr adnoddau hyfforddi ar-lein a gyflwynwyd wedi cael eu croesawu'n fawr gan athrawon ac arweinwyr ysgolion, ac roeddem o'r farn y dylai'r ffurf hon o gymorth gael ei mabwysiadu a'i datblygu ymhellach mewn unrhyw fodel rhanbarthol newydd.

Trafodwyd y model(au) posibl ar gyfer ERW yn y dyfodol, gan gynnwys y cysyniad o gomisiynu gweithgareddau. Roeddem o'r farn na ddylai'r Awdurdodau Lleol hynny a fydd yn ffurfio craidd unrhyw gytundeb ar y cyd yn y dyfodol fod ar eu colled o ran sefydlu costau craidd canolog a pharhaus wrth ddarparu gwasanaethau comisiynu, o bosibl, i Awdurdodau Lleol eraill. Teimlwyd y dylai unrhyw awdurdod lleol sy'n comisiynu gwasanaethau gan gonsortiw m rhanbarthol yn y dyfodol dalu swm teg am y gwasanaethau, a ddylai gyfrannu at dalu costau craidd unrhyw gorff rhanbarthol newydd.

Hoffem weld ychydig o eglurder o ran pa effaith y byddai newidiadau sylweddol i unrhyw Gyd-bwyllgor neu fframwaith yn y dyfodol, er enghraifft un yn seiliedig ar ôl troed y Fargen Ddinesig, er enghraifft, yn ei chael ar dîm craidd ERW a chyllidebau craidd ERW. Hoffem hefyd ddeall a fydd yn darparu'r math o arbedion y mae rhai o'r Awdurdodau Lleol, er enghraifft Castell-nedd Port Talbot a Cheredigion, wedi gofyn amdanynt. Rydym yn cydnabod bod 90% o gyllid cyfredol ERW yn mynd yn uniongyrchol i ysgolion, ond hoffem wybod ym mha ffordd y byddai consortiw m yn y dyfodol yn cynyddu'r swm hwnnw. Byddai peidio â chynyddu canran a lefel y cyllid uniongyrchol i ysgolion yn sicr o beidio â bodloni honiadau o ran 'gwerth am arian' sydd

wedi'u mynegi'n flaenorol. Byddai gennym ddiddordeb mewn deall sut y bydd symud o gonsortiw m â chwe aelod i gonsortiw m a fydd, o bosibl, yn llai, yn gallu cyflawni hynny.

Hoffem weld y sail dystiolaeth ar gyfer unrhyw gynigion newydd fel y gallwn ddeall y cymhelliant allweddol, gyda ffocws clir ar wella ysgolion. Rydym wedi cael gwybod bod yna ddarn o waith ar y gwersi a ddysgwyd ar y gweill ar hyn o bryd, a fydd yn amlinellu'r heriau sydd wedi wynebu'r consortiw m. Byddem yn croesawu cael cipolwg ar hwn pan fydd ar gael.

Gan fod yr agenda hon yn symud yn gyflym ac yn ansicr, cytunodd y Grŵp y gellid cynnal cyfarfod ychwanegol yn ystod y misoedd nesaf er mwyn cyfrannu at y trafodaethau ynghylch datblygu unrhyw fodel newydd. Felly, byddai cael gweld yr adolygiad o'r gwersi a ddysgwyd yn golynnol ac yn cael ei werthfawrogi.

Edrychwn ymlaen at eich ymateb yn nodi eich meddyliau ynghylch cynnwys ein llythyr.

Yr eiddoch yn gywir,

**Y Cyng. Darren Price**  
**Cadeirydd Grŵp Cynghorwyr Craffu ERW a Phwyllgor Craffu ar Addysg a**  
**Phlant Sir Gaerfyrddin**  
[daprice@carmarthenshire.gov.uk](mailto:daprice@carmarthenshire.gov.uk)

Darperir Cymorth Craffu Grŵp Cynghorwyr Craffu ERW gan Gyngor Abertawe  
Cysylltu: Y Tîm Craffu, Ystafell Gloucester, Neuadd y Ddinas, Abertawe SA1 4PE

☎ 01792 637256

✉ [scrutiny@swansea.gov.uk](mailto:scrutiny@swansea.gov.uk)

## DRAFT FOR DISCUSSION

Dear Cllr Price/ERW Scrutiny Committee,

Thank you for your letter dated 17<sup>th</sup> December 2020.

I'm pleased that Gareth Morgans, Lead Director and Greg Morgan and Ian Altman, ERW's Chief Officers were able to attend your November meeting and respond to your questions.

It is clear that ERW has continued to make progress and ESTYN's recent report, **Local authority and regional consortia support for schools and PRUs in response to COVID-19** highlights the effective practice e.g.

***Cameo: Supporting science teaching***

*ERW subject teams shared clear and helpful guidance which reassured and supported science teachers in the region. For example, the ERW science team gave examples of online sites that included video demonstrations of experiments, and useful and engaging resources that teachers could use for distance learning.*

*Officers in ERW provided a series of webinars for primary, secondary and special schools and PRUs that give an overview of the tools available through Hwb to support blended and distance learning, complementing their earlier work...*

*...ERW commissioned Professor Robin Banerjee to deliver professional learning to develop staff understanding of self-efficacy and connection as key to supporting wellbeing.*

It would be appropriate for the Scrutiny Committee to consider this report and the Estyn Letter which outlines ERW's specific response.

In respect to ERW's future, discussions are on-going, and we will take on board your comments in regard to commissioned services being viable and cost effective for the Consortium.

The proposal on the table is that a future partnership will be based on the City Deal footprint with Powys and Ceredigion developing their own models to deliver Welsh Government's expectations. We are well aware of the need to protect and ensure that the current staff complement are looked after and safeguarded and that any new model which involves delivering for others is at no detriment to the current partners- ultimately this approach could be an income generation one.

Currently Directors are finalising the required core functions of a new partnership which will dictate the type of staffing structure require to deliver those functions. It is clear that servicing 4 Local Authorities will have an impact on the size of the core team.

We will aim to get as much funding directly to schools, if appropriate, in order that they can develop solutions locally or procure support from other schools or ERW. Unfortunately not

all schools are mature enough yet to solve their own issues and will need a central resource to support their improvement journey.

However, it is clear that we will need to retain sufficient funding centrally to support the core team and deliver the core functions as agreed.

The Lessons Learnt activity was proposed by Internal Audit as part of the ERW CONSORTIUM ANNUAL GOVERNANCE STATEMENT 2019-20-

***Lessons Learned Review-*** *Consideration should be given to undertaking a Lessons Learned review to establish the failings of ERW to ensure sustainability of the future consortia.*

This has not progressed as a discrete piece of work however discussions between Leaders, Chief Executives and Directors of education have articulated the challenges with the current model and which will be addressed as we develop our new approach.

I would be happy for officers to attend a future meeting to share progress and test some of the ideas.

Yours sincerely,

Cllr Emlyn Dole  
**ERW Joint Committee Chair**



## CYD-BWYLLGOR ERW 9 CHWEFROR 2021

### DIWEDDARIAD ERW

#### DIBEN:

Darparu diweddariad ar waith ERW yn nhymer y gwanwyn 2021

#### ARGYMHELLION/PENDERFYNIADAU ALLWEDDOL SY'N OFYNNOL:

Amherthnasol – er gwybodaeth yn unig

**RHESYMAU:** Amherthnasol

<p><b>Awdur yr Adroddiad:</b></p> <p>Ian Altman Greg Morgan</p>	<p><b>Swydd:</b></p> <p>Prif Swyddogion</p>	<p><b>Rhif Ffôn:</b></p> <p><b>E-bost:</b> <a href="mailto:ian.altman@erw.cymru">ian.altman@erw.cymru</a>  <a href="mailto:greg.morgan@erw.cymru">greg.morgan@erw.cymru</a></p>
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**EXECUTIVE SUMMARY  
ERW JOINT COMMITTEE  
9 FEBRUARY 2021**

<b>ERW UPDATE</b>	
<b>BRIEF SUMMARY OF PURPOSE OF REPORT</b>	
Update presentation on ERW Central Team work in spring term 2021.	
<b>DETAILED REPORT ATTACHED?</b>	<b>Appendix 1 - PowerPoint</b>

**IMPLICATIONS**

Policy, Crime & Disorder and Equalities <b>NONE</b>	Legal <b>NONE</b>	Finance <b>NONE</b>	Risk Management Issues <b>NONE</b>	Staffing Implications <b>NONE</b>
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**CONSULTATIONS**

N/A.

**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
N/A	N/A	N/A





# ERW

Tymor y Gwanwyn 2021  
Spring Term 2021



# Grwpiau Strategaeth

Y Cwricwlwm

Ymchwl a  
Dysgu  
Proffesiyl

Tegwch a  
Llesiant

Arweinyddiaeth

Sgiliau Digidol

Cymraeg

Ysgolion Arbennig ac Addysg mewn Lleoliadau Amgen

- Bydd pob Grŵp Strategaeth yn gyfrifol am fonitro cynnydd yr agwedd ar gamau gweithredu'r Cynllun Busnes y maent yn gyfrifol amdani
- Bydd y grwpiau hefyd yn gyfrifol am gyd-ddatblygu cynnwys y Cynllun Busnes yn y flwyddyn ddilynol
- Mae pob grŵp yn cynnwys cynrychiolwyr o bob un o'r 5 ALI, naill ai Penaethiaid, Cyfarwyddwyr Addysg, Uwch-ymgyngorwyr Her neu Ymgynghorwyr Her, yn ogystal â'r Swyddog ERW perthnasol
- Cafodd pob Grŵp Strategaeth gyfarfod yn ystod mis Rhagfyr 2020
- Mae'r gwaith o fonitro'r Cynllun Busnes yn ystod chwarter 3 wedi'i gwblhau

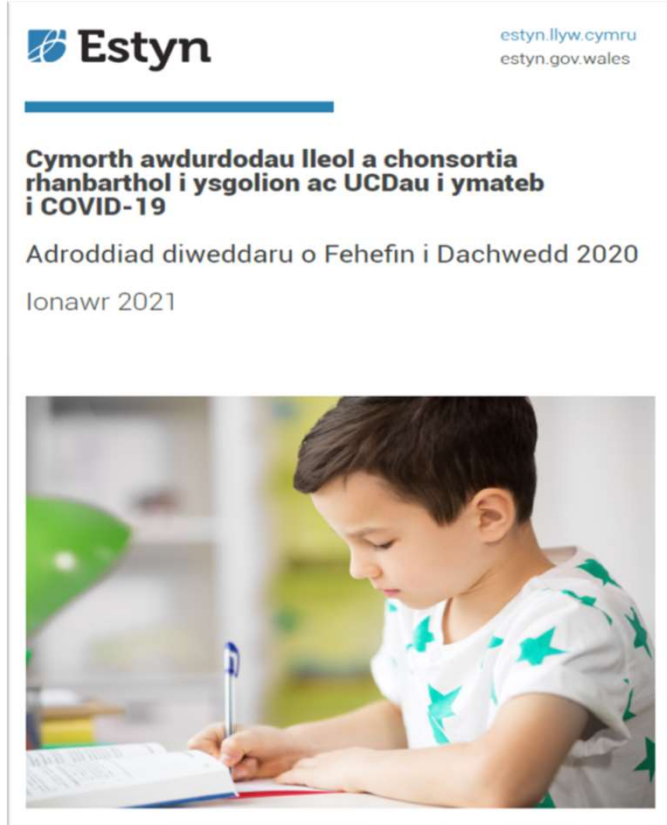
# Strategy Groups



- Each Strategy Group will be responsible for monitoring the progress of the aspect of Business Plan actions for which they are responsible
- They will also be responsible for co-constructing content in the following year's Business Plan
- Each group consists of representatives from all 5 LAs, either Headteachers, Directors of Education, Senior Challenge Advisers or Challenge Advisers, in addition to the relevant ERW Officer
- All Strategy Groups met during December 2020
- Quarter 3 monitoring of the Business Plan is complete

# Adroddiad Thematig Estyn

“Cymorth awdurdodau lleol a chonsortia rhanbarthol i ysgolion ac UCDAu i ymateb i COVID-19”



**Argymhellion i Lywodraeth Cymru weithio gyda chonsortia rhanbarthol, awdurdodau lleol, a phartneriaid a darparwyr eraill i:**

A1 Ymateb ar frys i fynd i'r afael a'r rhwystrau i ddysgu o adre, yn enwedig lle mae'r rhain yn ymwneud a diffyg mynediad i gyfrifiaduron neu gyswllt a'r we

A2 Gwella ansawdd y profiadau dysgu o bell a dysgu cyfunol i ddisgyblion trwy gefnogi addysgu mwy effeithiol ar draws ac o fewn ysgolion ac UCDAu

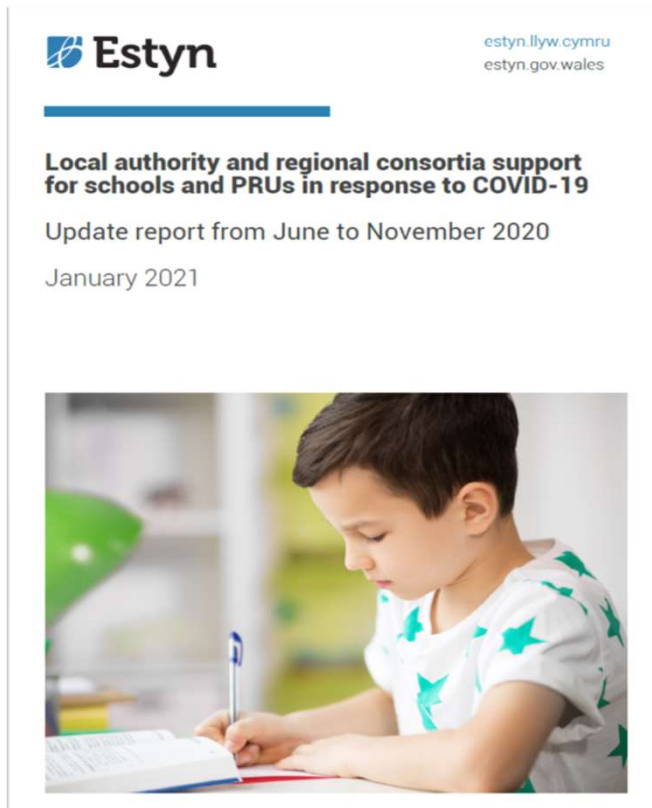
A3 Datblygu dulliau cydlynol i wella cynnydd ym medrau llythrennedd, rhifedd a medrau personol a chymdeithasol disgyblion bregus y mae'r pandemig wedi effeithio'n anghymesur arnynt, er enghraifft disgyblion sy'n gymwys i gael prydau ysgol am ddim

A4 Sefydlu strategaeth i fonitro ac i fynd i'r afael ar effaith hirdymor y pandemig ar iechyd corfforol ac iechyd meddwl disgyblion

A5 Creu cyfleoedd i bwysu a mesur a gwerthuso effaith polisiau ac arferion a ddatblygwyd yn ystod y cyfnod hwn i lywio ffyrdd o weithio yn y dyfodol a dylunio'r cwricwlwm

# Estyn Thematic Report

“LA and regional consortia support for schools and PRUs in response to COVID-19”



**Recommendations for the Welsh Government to work with regional consortia, local authorities, and other partners and providers to:**

R1 Urgently address barriers to learning at home, particularly where this is due to a lack of access to suitable computers or adequate connectivity

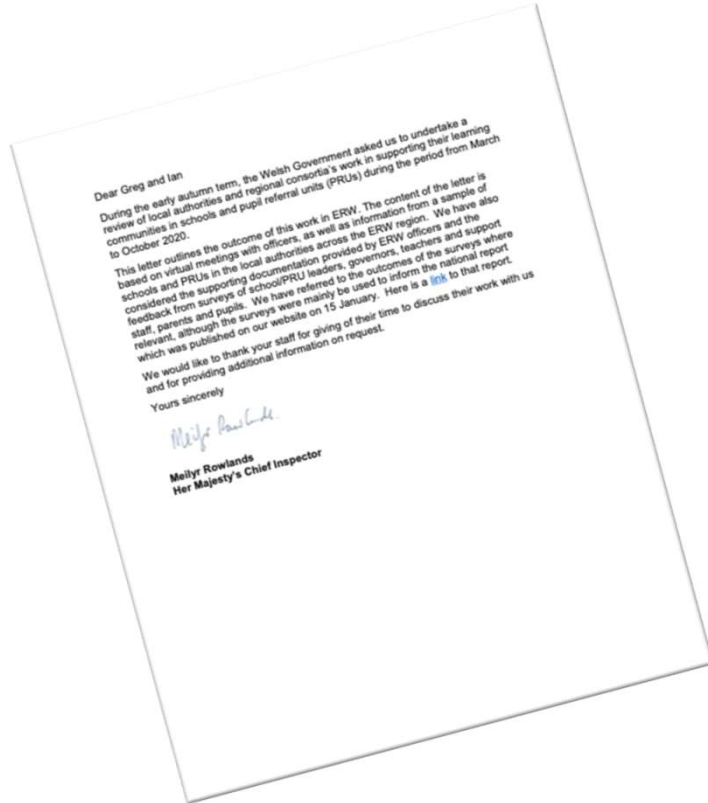
R2 Improve the quality of the distance and blended learning experiences for pupils by supporting more effective teaching across and within schools and PRUs

R3 Develop a coherent approach to improve progress in literacy, numeracy and personal and social skills of vulnerable pupils disproportionately affected by the pandemic, for example pupils eligible for free school meals

R4 Establish strategies to monitor and address the long-term impact of the pandemic on the physical and mental health of pupils

R5 Create opportunities to take stock and evaluate the impact of policies and practices developed since the start of the pandemic to inform future ways of working and curriculum design

# Adroddiad Thematig Estyn – Ilythyr ERW



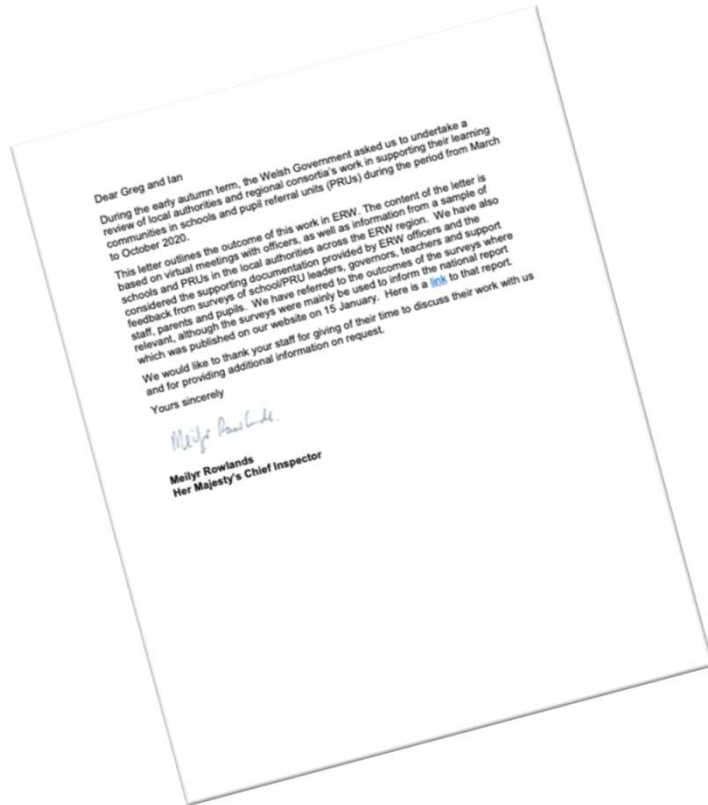
## Cameo: Cynorthwyo Ysgol Gyfun Ddwyeithog y Preseli i hybu'r defnydd o'r Gymraeg gartref

Daw lleiafrif o ddisgyblion o gartrefi di-Gymraeg ac roedd yr ysgol yn cydnabod pwysigrwydd hybu a chynnal yr iaith yn y cartref. Mae ffocws penodol ar lafaredd wedi bod yng nghynllun datblygu'r ysgol. Cynorthwyodd swyddogion ERW athrawon i arbrofi â 'Flipgrid', sef adnodd digidol y gall dysgwyr ei ddefnyddio i recordio'u hymatebion ar fideo. Mae'r ysgol wedi defnyddio hwn yn llwyddiannus fel un ffordd o atgyfnerthu'r iaith.

## Cameo: Helpu addysgu gwyddoniaeth yn Ysgol Gymunedol Dylan Thomas

Adeg dychwelyd i'r ysgol, dywedodd yr ysgol ei bod yn anodd iawn cynllunio sut i gynnal gweithgareddau ymarferol yn ddiogel. Dywedodd y pennaeth wrthym fod timau pwnc ERW wedi rhannu canllawiau clir a defnyddiol a dawelodd meddyliau athrawon y pynciau hyn. Er enghraifft, rhoddodd tim gwyddoniaeth ERW enghreifftiau o safleoedd ar-lein a oedd yn cynnwys fideos yn arddangos arbrofion, a chyfoeth o adnoddau defnyddiol a difyr y gallai athrawon eu defnyddio ar gyfer dysgu o bell.

# Estyn Thematic Report – ERW letter



## Cameo: Supporting Ysgol Gyfun Ddwyeithog Y Preseli to promote the use of Welsh at home

A minority of pupils come from non-Welsh speaking homes and the school acknowledged the importance of promoting and maintaining the language in the home. The school has had a particular focus on oracy in the school's development plan. ERW officers supported teachers to experiment with 'Flipgrid', a digital tool in which learners can video their responses. The school has used this successfully as one way of reinforcing the language.

## Cameo: Supporting the teaching of science at Dylan Thomas Community School

The school reflected that on returning to school it was very difficult to plan how to carry out practical activity safely. The headteacher told us that the ERW subject teams shared clear and helpful guidance which reassured teachers in these subjects. For example, the ERW science team gave examples of online sites that included video demonstrations of experiments, and a wealth of useful and engaging resources that teachers could use for distance learning.

# Prosbectws Dysgu Proffesiynol ERW



[Safle Dysgu Proffesiynol](#)





# ERW Professional Learning Offer



[PL Site](#)



# Cwricwlwm i Gymru

## Taith i'r Cwricwlwm i Gymru ERW Journey to Curriculum for Wales ERW

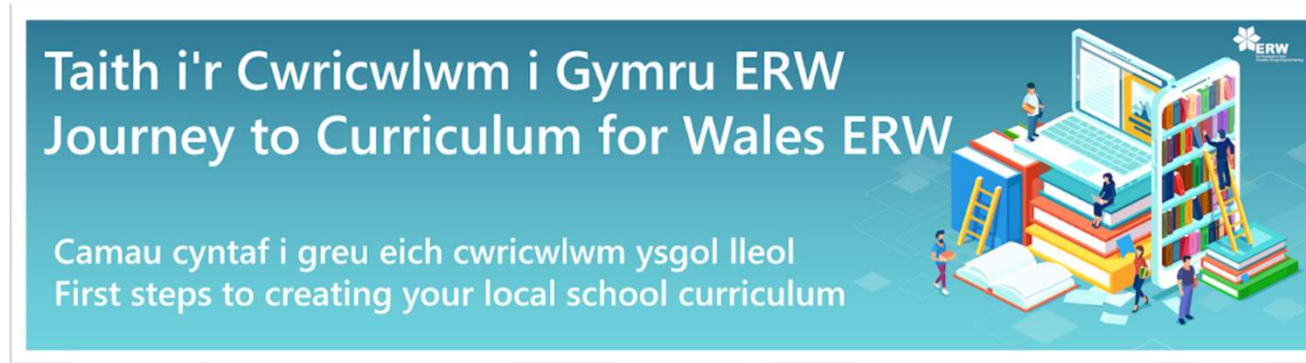
Camau cyntaf i greu eich cwricwlwm ysgol lleol  
First steps to creating your local school curriculum



*“Yn ystod y cyfnod hwn, cyfrannodd staff yn y tîm at waith cenedlaethol, ond parhaont i gefnogi ysgolion yn y rhanbarth hefyd. Rhannodd y tîm adnodd dysgu proffesiynol ar-lein o’r enw ‘Egwyddorion ar gyfer Rhagoriaeth’. Bwriedir i’r adnodd hwn ddwysáu dealltwriaeth athrawon o’r 12 egwyddor addysgegol sydd wedi’u cynnwys yng nghanllawiau’r Cwricwlwm i Gymru.”*

- Cefnogi pob ALL a Grwpiau Penaethiaid ALL wrth iddynt gynllunio ar gyfer agweddau ar Gwricwlwm i Gymru
- Diwrnodau HMS a sesiynau gyda'r hwyr ar-lein ar gyfer nifer o ysgolion a chlystyrau, gan hwyluso gweithdai dylunio ac ymgysylltu
- Cynnal gweminarau ledled y rhanbarth, e.e. George McBride, Mererid Hopwood, trawsieithu
- Paratoi a hwyluso'r rhaglen Egwyddorion Rhagoriaeth, rhaglenni Dysgu ar gyfer Rhagoriaeth a Dysgu ar gyfer Gweithredu
- Paratoi a darparu'r Rhaglen Genedlaethol i Ddatblygu Arweinwyr Canol, hyfforddiant ar Brofiadau Niweidiol yn Ystod Plentyndod
- Paratoi a hyfforddiant i Athrawon Newydd Gymhwyso, Hyfforddiant ar Emosiynau, Rhwydweithiau Dysgu Proffesiynol
- Paratoi adnoddau Cyfnod 2 i baratoi ar gyfer cefnogaeth ddiwedd y gwanwyn/ddechrau'r haf
- Cefnogi gwaith rhyngwladol trwy Dyfodol Byd-eang; Empathy Lab; Into Film Cymru

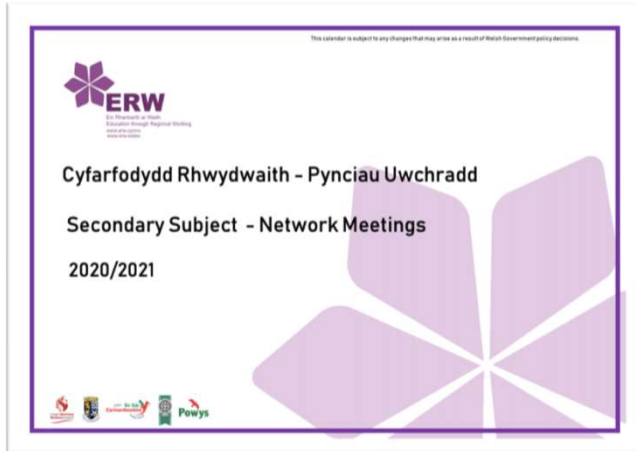
# Curriculum for Wales



*“During this period, staff in the team contributed to national work, but also continued to support schools in the region. The team shared an online professional learning resource entitled ‘Principles for Excellence’. This resource is intended to deepen teachers’ understanding of the 12 pedagogical principles included in the Curriculum for Wales guidance.”*

- Supporting LAs and LA Heads groups in their planning for aspects of the Curriculum for Wales
- Online Inset days and twilights for a number of schools and clusters, facilitating engagement and design workshops
- Hosting webinars across the region e.g. George McBride, Mererid Hopwood, translanguaging
- Preparing and facilitating the Principles for Excellence programme, Learning for Excellence and Learning for Action programmes
- Preparing and delivering MDLP, ACEs training, NQT training, Emotion Coaching, PLNs
- Preparing Phase 2 resources in preparation for late spring/early summer support
- Supporting international work through Global Futures; Empathy lab; Into Film

# Cefnogaeth Cwricwlwm Uwchradd



Cyfarfodydd Rhwydwaith Penaethiaid Adrannau

UWCHRADD  
**MATHMATEG**  
CYNNIG DYSGU PROFFESIYNOL 20-21

UWCHRADD  
**CYMRAEG**  
CYNNIG DYSGU PROFFESIYNOL 20-21

UWCHRADD  
**SAESNEG**  
CYNNIG DYSGU PROFFESIYNOL 20-21

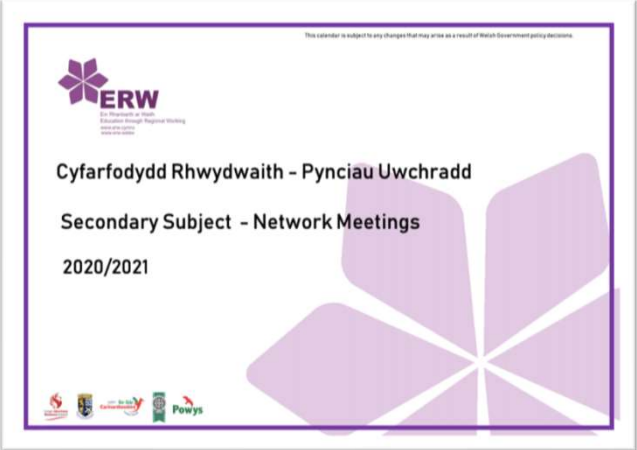
UWCHRADD  
**GWYDDONIAETH**  
CYNNIG DYSGU PROFFESIYNOL 20-21

UWCHRADD  
**Y DYNIAETHAU**  
CYNNIG DYSGU PROFFESIYNOL 20-21

UWCHRADD  
**ADDYSG ÔL-16**  
CYNNIG DYSGU PROFFESIYNOL 20-21

*“Canolbwyntiodd tîm cymorth pwnc arbenigol ysgolion uwchradd ar wella addysgu yn yr ystafell ddosbarth, dysgu o bell ac arweinyddiaeth ganol. Rhoddodd y rhan fwyaf o ysgolion uwchradd yn y rhanbarth sylwadau cadarnhaol am yr agwedd ddefnyddiol hon ar gymorth ERW.”*

# Secondary Curriculum Support



Heads of Department Network meetings



*“Subject teams have produced a range of resources to exemplify what effective distance, blended and classroom learning looks like in each curriculum area. The secondary team have made ‘response packs’ available for individual subject areas that have been well received.”*



# Dysgu Proffesiynol ac Ymchwil

## Cynllunio Dysgu Anghydamserol o Bell



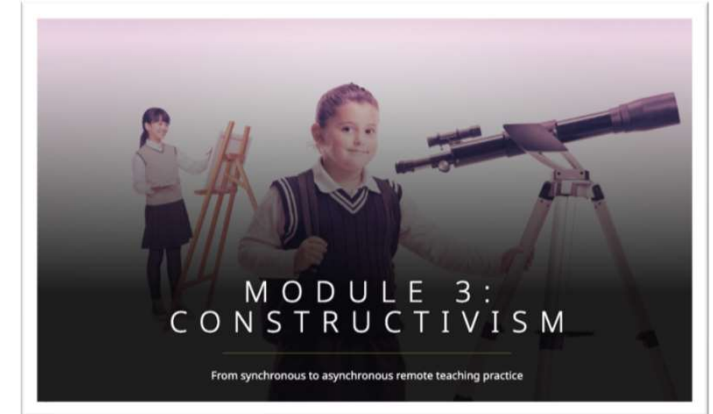
### [Rhestr Chwarae](#) a [Fideo](#)

*“Yn ystod y cyfnod hwn, bu anghenion dysgu proffesiynol ysgolion ac UC Dau o ran dysgu yn canolbwyntio’n fawr iawn ar sut i ddatblygu arbenigedd athrawon mewn dysgu o bell er mwyn ymgysylltu â disgyblion a chael cefnogaeth rhieni. Rhannodd ERW arweiniad i gynorthwyo ysgolion i gynnal eu dysgu proffesiynol effeithiol, ar-lein, eu hunain.”*

- Prosiect Ymholi Proffesiynol Cenedlaethol parhaus
- Rhwydweithiau Dysgu Proffesiynol

# Professional Learning and Research

## Remote Asynchronous Learning Design

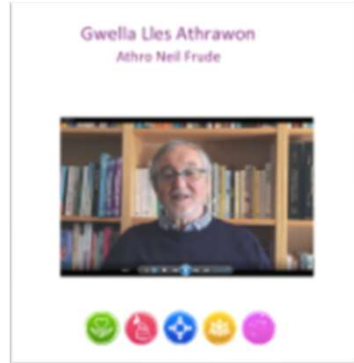


[Playlists](#) and Taster Video ([Click here](#))

*“During this period, the professional learning needs of schools and PRUs regarding learning were very much focused on how to develop teachers’ expertise in distance learning in order to engage with pupils and have the support of parents. ERW shared guidance to support schools to run their own effective professional learning online.”*

- Ongoing National Professional Enquiry Programme (NPEP)
- Professional Learning Networks

# Cydraddoldeb a Llesiant



## Gweminarau gan Athro Neil Frude

- “Gwella Lles Athrawon”
- “Cynnal Lles Emosiynol Arweinwyr Ysgolion”
- “Deall Gorbryder mewn Plant a Phobl Ifanc”  
(ar gael ar Dolen)

*“I helpu ysgolion i baratoi i ailagor ym Mehefin, datblygodd ERW gyfres o weithgareddau cefnogol yn seiliedig ar ddull ystyriol o drawma, oherwydd i rai dysgwyr, bydd nodweddion digwyddiad trawmatig yn perthyn i'r cyfnod clo. Cynigiwyd dysgu proffesiynol i ysgolion ar chwarae seiliedig ar berthynas, o fewn cyfyngiadau COVID-19.”*

- Cyflwyniad i Brofiadau Niweidiol yn Ystod Plentyndod
- Bioffilia: Gwyddor Natur ac Anifeiliaid – Pam y mae bod y tu allan yn ein gwneud yn hapusach, yn iachach ac yn fwy abl i ddysgu.
- Rhaglen Dysgu Proffesiynol ar gyfer Arweinwyr Dynodedig Plant sy'n Derbyn Gofal/Dysgwyr Bregus
- Hyfforddiant ar Emosiynau – Hyfforddiant i Ymarferwyr Newydd
- Empathy Lab: Galluogi Ysgolion i Gymryd eu Cam Empathi Cyntaf
- Ysgolion sy'n Ystyriol o Drawma: Deall Ymlyniad a Thrawma yn y Blynyddoedd Cynnar
- Cyflwyniad i Lythrennedd Corfforol a dadbacio'r Maes Dysgu a Phrofiad Iechyd a Lles



# Equity and Well-being



## Webinars presented by Professor Neil Frude

- “Enhancing Teacher Wellbeing”
- “Enhancing the Wellbeing of School Leaders”
- “Understanding Anxiety in Children and Young People”  
*(available to view on-demand via Dolen)*

*“To help schools prepare to reopen in June, ERW developed a series of supporting activities based on a trauma-informed approach, given that the lockdown period will have had the characteristics of a traumatic event for some learners. Professional learning was offered to schools on relationship-based play within the restrictions due to COVID-19.”*

- Introduction to Adverse Childhood Experiences (ACEs)
- Biophilia: The Science of Nature and Animals - Why being outside makes us happier, healthier and better able to learn.
- Professional Learning Programme for Designated LAC / Vulnerable Learner Leads
- Emotion Coaching - Training for New Practitioners
- Empathy Lab: Enabling Schools to Take Their First Empathy Step
- Trauma Informed Schools: Understanding Attachment and Trauma in the Early Years
- Introduction to Physical Literacy and unpacking the Health and Well-being AoLE

# Arweinyddiaeth

## Y Llwybr Dysgu Proffesiynol



## Llwybr Dysgu Cynorthwywyr Addysgu /



*“Mae swyddogion wedi addasu deunyddiau fel eu bod yn addas i’w defnyddio mewn darpariaeth gyfunol ac ar-lein, er enghraifft yn y Rhaglen Datblygu Arweinwyr Canol a ddechreuodd ym mis Tachwedd. Mae’r rhaglen benodol hon hefyd yn cynnwys 72 lle ategol i Gydlynwyr Anghenion Dysgu Ychwanegol, wedi’u hariannu gan y grant trawsnewid ADY.”*

- Y Rhaglen Hyfforddi a Mentora Genedlaethol

# Leadership

## Professional Learning Pathway



## Teaching Assistant Learning Pathway (TALP)



*“Officers have adapted materials so that they are suitable for use in blended and online delivery, for example in the Middle Leaders Development Programme that began in November. This particular programme also includes 72 supplementary places for Additional Learning Needs Co-ordinators, funded by the ALN transformation grant.”*

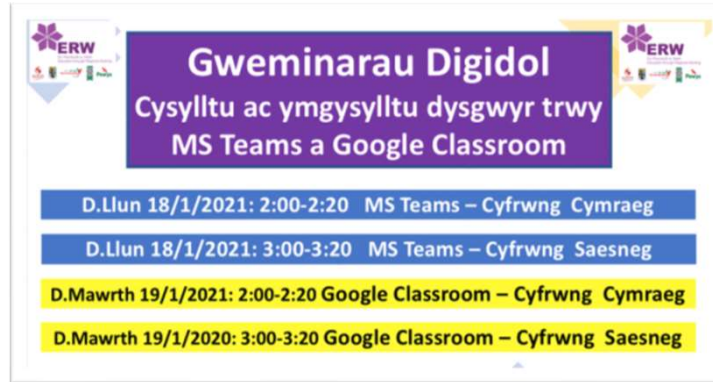
- National Coaching and Mentoring Programme



# Sgiliau Digidol



Adnoddau



Gweminarau i gefnogi dysgu o bell

Digwyddiad Dysgu  
Digidol Rhanbarthol  
Rhithiol

Digwyddiad Rhithiol

*“Cynhaliont gyfres o weminarau i ysgolion cynradd, uwchradd ac arbennig, ac UC Dau, yn rhoi trosolwg o’r adnoddau sydd ar gael drwy Hwb i gefnogi dysgu cyfunol a dysgu o bell, gan ategu’u gwaith cynharach. Hefyd, fe wnaeth y gweminarau hyn gynnwys recordiadau a thrafodaethau byw gydag arweinwyr ysgol o bob cwr o’r rhanbarth, a roddodd sicrwydd i arweinwyr ysgol wrth ystyried sut i roi eu cynlluniau eu hunain ar waith.”*

- Defnyddio offer ar-lein i ddarparu adborth effeithiol
- Cysylltu ac ymgysylltu dysgwyr yn ystod dysgu o bell trwy Teams/Google Classroom/J2e
- Prosiect codio – yn unol â’r fenter genedlaethol Cracio'r Cod, mae 24 o ysgolion yn ERW wedi'u cymeradwyo i greu adnoddau codio yn ystod tymor y Gwanwyn, a fydd yn cael eu rhannu â holl ysgolion ERW.
- Digwyddiad Dysgu Digidol Rhanbarthol Rhithiwr – digwyddiad wythnos o hyd gyda nifer o ysgolion yn rhannu adnoddau ac arfer

# Digital Skills



Resources



Webinars supporting Remote Learning



RDLE

*“ERW ran a series of webinars for primary, secondary and special schools and PRUs that give an overview of the tools available through Hwb to support blended and distance learning, complementing their earlier work. These webinars also included recordings and live discussions with school leaders from around the region, which school leaders found reassuring when considering how best to implement their own plans.”*

- Using online tools to provide effective feedback
- Connecting and engaging learners during distance learning through Teams/Google Classroom/J2e
- Coding project – In line with National ‘Cracking the code’ initiative, 24 Schools in ERW have been approved to create coding resources during the Spring term that will be shared with all ERW schools.
- Virtual Regional Digital Learning Event – a week long event with a number of schools sharing resources and practice

# Cymraeg



'Fflic a Fflac' a 'Tric a Chlic'



Llyfr Glas Nebo

*“Er mwyn cynnal ymgysylltiad dysgwyr, crewyd amrywiaeth o adnoddau newydd, defnyddiol. Mae’r rhain yn cynnwys Top Trumps ‘Arwyr Cymreig’, Calendr Siarter Iaith, darnau fideo Seren a Sbarc ar gyfer TGAU Cymraeg a TGAU Cymraeg Ail Iaith, ynghyd â llyfr o ymarferion darllen yn arddull PISA ar gyfer dysgwyr iaith gyntaf ac ail iaith.”*

- Cyfarfodydd Rhwydweithio
- Martha, Jac a Sianco, Datblygu Sgiliau Ysgrifennu - athrawon iaith gyntaf
- Datblygu Sgiliau Ysgrifennu – athrawon ail iaith
- Gweminarau Hyfforddiant Llythrennedd - ANG
- Gweithgor Traws-Rhanbarthol CA3, 4 a 5 : Ail iaith
- Gweithgor Traws-Rhanbarthol CA3, 4 a 5 : iaith Gyntaf

# Cymraeg



'Fflic a Fflac' and 'Tric a Chlic'



Llyfr Glas Nebo

*"In order to sustain learner engagement, a range of useful new resources have been created. These include 'Welsh heroes' Top Trumps, a Starter Iaith Calendar, Seren and Spark video clips for GCSE Welsh and GCSE Second Language Welsh along with a book of PISA style reading exercises for first and second language learners"*

- Networking meetings
- Martha, Jac a Sianco, Developing Writing Skills – first language teachers
- Developing Writing Skills – second language teachers
- Literacy training webinars - NQTs
- Cross-regional webinars KS3, 4 and 5: Welsh Second Language
- Cross-regional webinars KS3, 4 and 5: Welsh First Language

Mae'r dudalen hon yn wag yn fwiadol





**CYD-BWYLLGOR ERW  
9 CHWEFROR 2021**

**Datblygiadau Consortiwm**

**Y Pwrpas: Darparu adroddiad cynnydd i'r Cydbwyllgor**

**YR ARGYMHELLION / PENDERFYNIADAU ALLWEDDOL SYDD EU HANGEN:**

- Ystyried dyddiad addas ar gyfer diddymu/terfynu ERW.
- Ystyried sut y caiff ERW ei ariannu o'i ddyddiad diddymu/terfynu hyd at ddyddiad gweithredu unrhyw bartneriaeth newydd (Awst 2021), os caiff y cyllid rhanbarthol ei ddaduno.

**Y RHESYMAU:**

- Fel y nodwyd mewn papurau cynharach, roedd dyddiad gweithredu o 1af o Ebrill yn uchelgeisiol ac oherwydd COVID-19, cyfyngiadau clo pellach a swyddogion sy'n gorfod cefnogi ysgolion nid yw'r cynnydd wedi bod yr hyn a ddisgwyliwyd.
- Lliniaru costau diswyddo sylweddol

<p><b>Awdur yr Adroddiad:</b> Phil Roberts Gareth Morgans <b>ar ran y Cyfarwyddwyr Addysg/Prif Swyddogion Addysg</b></p>	<p><b>Swydd:</b> Prif Weithredwr Arweiniol ERW  Cyfarwyddwr Arweiniol ERW</p>	<p><b>Rhif Ffon</b>  <b>E: bost</b> EDGMorgans@sirgar.gov.uk</p>
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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**

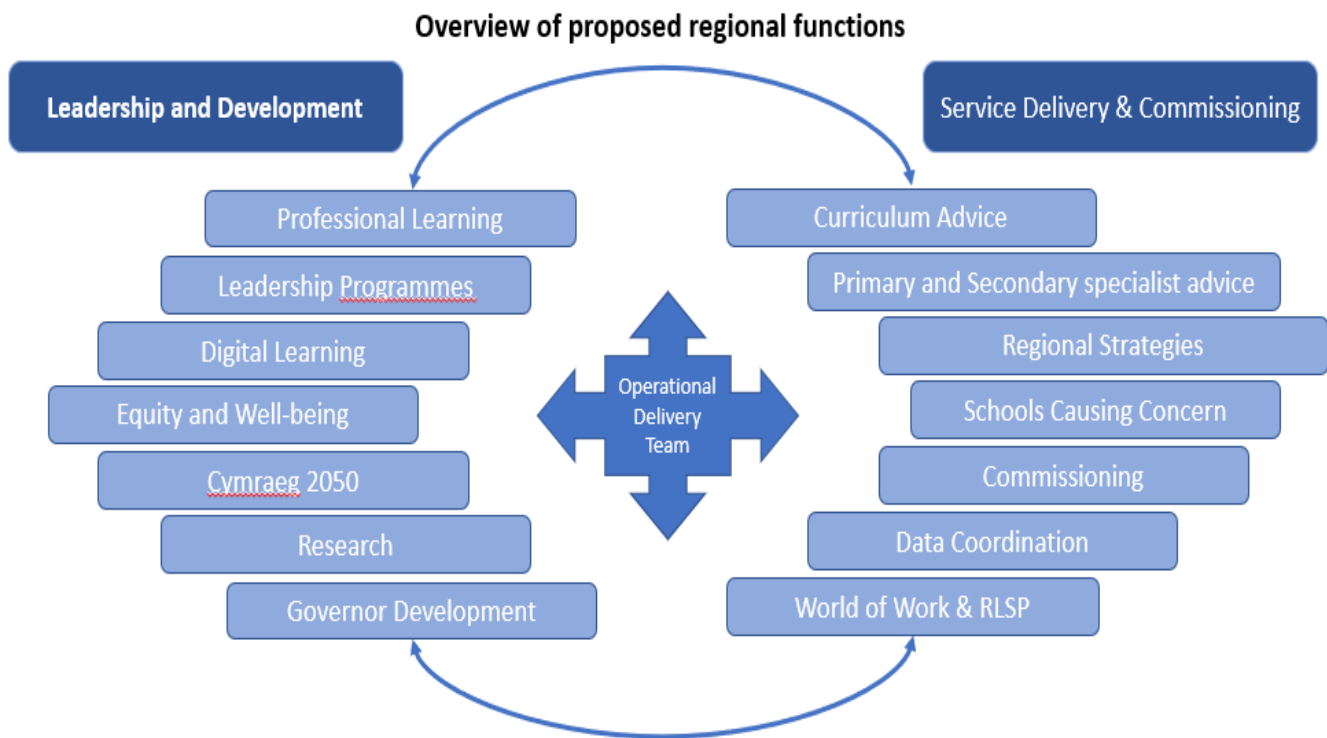
- All involved work together with each participant feeling valued, motivated, responsible and having the opportunity to contribute to the collective outcomes of the process;
- We are trustworthy and reliable
- We are able to adapt to changing priorities and seek to create a positive and healthy working 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)**



<b>DETAILED REPORT ATTACHED?</b>	<b>NO</b>
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## IMPLICATIONS

Policy, Crime & Disorder and Equalities <b>NONE</b>	Legal <b>YES</b>	Finance <b>YES</b>	Risk Management Issues <b>YES</b>	Staffing Implications <b>YES</b>
<p><b>1. Legal</b></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><b>2. Finance</b></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><b>3. Risk Management</b></p> <p>The lack of clarity in regard to the dissolution of ERW and the liabilities poses a risk</p>				
<p><b>4. Staffing Implications</b></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



Mae'r dudalen hon yn wag yn fwriadol

## CYD-BWYLLGOR ERW 9 CHWEFROR 2021

### DIWEDDARIAD ARIANNOL ERW 2020-21

**DIBEN:** Rhoi'r wybodaeth ddiweddaraf i Gyd-bwyllgor ERW am sefyllfa ariannol ERW ar gyfer 2020-21.

### ARGYMHELLION/PENDERFYNIADAU ALLWEDDOL SY'N OFYNNOL:

- Bod y Cyd-bwyllgor yn nodi sefyllfa ariannol ddiweddaraf ERW ar 31 Rhagfyr 2020.
- Bod y Cyd-bwyllgor yn cymeradwyo'r argymhellion i gyllideb y Tîm Canolog ar gyfer 2020-21, sef y costau cyfreithiol ar gyfer y newidiadau arfaethedig i ERW.

### RHESYMAU:

Cydymffurfedd â Rheoliadau Ariannol

<b>Awdur yr Adroddiad:</b> Jon Haswell	<b>Swydd:</b> Swyddog Adran 151 ERW	<b>Rhif Ffôn:</b> 01437 775836
		<b>E-bost:</b> haswellj@pembrokeshire.gov.uk

**EXECUTIVE SUMMARY  
ERW JOINT COMMITTEE  
9 FEBRUARY 2021**

**ERW FINANCIAL UPDATE 2020-21**

**BRIEF SUMMARY OF PURPOSE OF REPORT**

To provide the ERW Joint Committee with a financial update on the following:

- Central Team Budget
- Service Level Agreements
- Grant Allocations
- Regional Consortia School Improvement Grant (RCSIG)
- Business Plan Priorities
- Risks
- Reserves
- Recommendations

**DETAILED REPORT ATTACHED?**

**YES**





## IMPLICATIONS

Policy, Crime & Disorder and Equalities <b>NONE</b>	Legal <b>NONE</b>	Finance <b>YES</b>	Risk Management Issues <b>YES</b>	Staffing Implications <b>NONE</b>
<p><b>1. Finance</b></p> <p>The Financial Update will assist the Joint Committee in making decisions relating to 2020-21.</p>				
<p><b>2. Risk Management</b></p> <p>The key financial risks are the limited level of reserves and the increased core costs.</p>				

## CONSULTATIONS

Details of any consultations undertaken are to be included here  N/A
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<b>Section 100D Local Government Act, 1972 – Access to Information</b> <b>List of Background Papers used in the preparation of this report:</b> <b>THESE ARE DETAILED BELOW</b>		
Title of Document	File Ref No.	Locations that the papers are available for public inspection
N/A	N/A	N/A



Mae'r dudalen hon yn wag yn fwriadol

# ERW Financial Update 2020-21

9 February 2021

## ERW S151 Officer



## 1. Introduction

This report presents the Joint Committee with a financial update at 31 December 2020.

## 2. 2020-21 Central Team Budget

The 2020-21 Central Team budget was approved by the Joint Committee on 21 July 2020.

It has been noted that grant dependency has risks but these have been accepted by the Joint Committee.

### Service Level Agreements (SLA's)

For 2020-21, the SLA breakdown is as follows:

SLA's	Budgeted Cost
Committee Services (Carmarthenshire)	£5,000
Scrutiny (Swansea)	£5,000
Finance (Pembrokeshire)	£40,000
Internal Audit (Pembrokeshire)	£25,000
Human Resources (Pembrokeshire)	£20,000
Information Technology (Pembrokeshire)	£24,000
Procurement (Pembrokeshire)	£20,000
<b>Total Budgeted SLA's</b>	<b>£139,000</b>

### Local Authority Contributions

The agreed Local Authority Contributions for 2020-21 are as follows.

Local Authority	2020-21 Contribution £
Powys	81,934
Ceredigion	43,741
Pembrokeshire	79,898
Carmarthenshire	123,998
Swansea	150,785
<b>Total</b>	<b>480,356</b>

All contributions have been paid.

Core Budgeted Expenditure	2020-21 Approved Budget £000's	2020-21 Projected Outturn at Dec 2020 £000's	Core Funded £000's	Grant Funded £'000s	Actual Income / Expenditure Dec 2020 £000's
<b>Staffing Costs</b>					
Salaries, Secondments, Specialists	845	602	281	321	498
Travel, Subsistence, Training and Development	3	3	3	-	1
IT Hardware & Mobiles	-	-	-	-	-
	<b>848</b>	<b>605</b>	<b>284</b>	<b>321</b>	<b>499</b>
<b>Development and Running Costs</b>					
Rent and Accommodation	59	59	59	-	40
General Office Expenses	2	2	2	-	2
Stationary, Telephone, Photocopying	8	6	6	-	5
Translation	2	6	6	-	6
Software, Marketing, R&E,	33	21	21	-	1
Service Level Agreements	125	139	78	61	139
External Audit	14	14	14	-	-
Legal	-	10	10	-	-
	<b>243</b>	<b>257</b>	<b>196</b>	<b>61</b>	<b>193</b>
<b>Total Estimated Expenditure</b>	<b>1,091</b>	<b>862</b>	<b>480</b>	<b>382</b>	<b>692</b>
<b>Core Budgeted Income</b>					
Local Authority Contributions	480	480	480	-	480
Grant Funding*	313	382	-	382	-
2019-20 Funding Utilised	298	-	-	-	-
<b>Total Estimated Income</b>	<b>1,091</b>	<b>862</b>	<b>480</b>	<b>382</b>	<b>692</b>
<b>Core Net Expenditure / (Income)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Appropriation to Reserve</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\*Grant Funding will be allocated at the end of the financial year.

- All office costs charged to the Central Team are recharged to grants where appropriate.
- Grant flexibility of £500,000 has been provided by Welsh Government and will be used to fund £382,000 of the Central Team costs.
- The SLA's are £139,000 as outlined above.
- The salaries, secondments and specialists includes the cost of the Head of Human Resources/HR Lead seconded to ERW.
- £10,000 has been added to the budget to cover the legal costs of the forthcoming changes to ERW, based on an estimate provided to the Lead Director of Education. Savings elsewhere within the core funded budget have been found to cover this cost.
- The Joint Committee approved Local Authority contributions of £480,356 are based on PLASC 19 pupil numbers for the five Local Authorities.

### 3. 2020-21 Grant Allocations

	<b>Grant Income Estimate</b>
	<b>2020-21 £000's</b>
<b>RCSIG</b>	
Curriculum and Assessment	1,495
Developing the Profession	31,881
Leadership	453
Supporting Self Improving System	298
<b>RCSIG Total</b>	<b>34,127</b>
<b>PDG</b>	
PDG	20,135
LAC PDG	913
PDG Coordinator	78
Consortia Led Funding	157
<b>PDG Total</b>	<b>21,283</b>
<b>Others</b>	
EWC	418
<b>Other Total</b>	<b>418</b>
<b>Total Grant Income Expected</b>	<b>55,828</b>

#### 3.1 Pupil Development Grant (PDG)

As outlined in the last financial update, the PDG grant invitation letter was received from Welsh Government on 29 July 2020 with the grant offer letter received on 26 August 2020. Please refer to Table 3 for the breakdown. The PDG will be distributed quarterly based on percentage allocations contained within the grant offer letter. The first payment of £4,784,289 was received on 28 August 2020, the second payment of £4,261,012 was received on 5 October 2020, and the third payment of £4,788,688 was received on 6 January 2021. The final instalment is due on 2 March 2021.

#### 3.2 PDG Grant Allocation 2020-21

As outlined in the last financial update, the PDG Grant has been allocated as follows:

	<b>Local Authority £'000's</b>	<b>ERW Retained £'000's</b>	<b>Total £'000's</b>
PDG	20,135	-	20,135
PDG LAC	822	91	913
PDG Co-ordinator	-	78	78
Consortia Led Funding	-	157	157
<b>Total</b>	<b>20,957</b>	<b>326</b>	<b>21,283</b>

### 3.3 Regional Consortia School Improvement Grant (RCSIG)

As outlined in the last financial update, the RCSIG will be distributed on a quarterly basis. The 2020-21 grant offer letter was received from Welsh Government on 29 July 2020 and was formally reviewed and accepted by the Joint Committee on 13 November 2020. The first payment of £8,509,208 was received on 10 August 2020, the second payment of £8,207,641 was received on 5 October 2020, and the third payment of £8,600,146 was received on 6 January 2021. The final instalment is due on 2 March 2021.

In November 2020, a variation letter was received and accepted for a total of £35,260.50. The funding provided for the following:

Grant Element	Amount £000's
Supporting Adopted Learners	5
NPEP Funding	30
<b>Total</b>	<b>35</b>

A copy of the variation letter can be seen at Appendix A.

### 3.4 Regional Consortia School Improvement Grant (RCSIG) – EIG Grant Allocation 2020-21

As outlined in the last financial update, the RCSIG EIG Grant allocation was as follows:

	Total Grant Funding £'000's	Match Funding £'000's	Total Funding £'000's
ERW	911	-	911
Powys	4,648	540	5,188
Ceredigion	2,584	290	2,874
Pembrokeshire	4,411	496	4,907
Carmarthenshire	7,110	669	7,779
Swansea	9,017	714	9,731
<b>Totals</b>	<b>28,681</b>	<b>2,709</b>	<b>31,390</b>

## 4. 2020-21 Grants

**4.1** A breakdown of the funding for the ERW staffing structure (grant funding and core funding) is shown at Appendix B.

### 4.2 RCSIG

The RCSIG is allocated according to the National Ministerial Priorities. Grants received are allocated according to the ERW Business Plan 2020-21 priorities in line with the strategy groups created in 2019-20:

- Curriculum (4.3)
- Digital (4.4)
- Welsh (4.5)
- Leadership (4.6)
- Professional Learning (4.7)
- Equity & Wellbeing (4.8)

The terms and conditions of the grant are carefully adhered to, and wherever possible clear links are made between grants to enable greater value for money when planning expenditure.

This report and the financial information contained within it should be considered alongside the ERW Business Plan 2020-21.

### 4.3 Curriculum

Budgeted Income	2020-21 Projected Income £000's	Actual Income at Dec 2020 £000's	
RCSIG School Improvement 2020-21	1,096	678	
RCSIG 3% Savings	(191)		
<b>Total Estimated Income</b>	<b>905</b>		
School Improvement Budgeted Expenditure	2020-21 Projected Expenditure £000's	Actual Expenditure Dec 2020 £000's	Committed £000's
<b>Staffing Costs</b>			
Salaries, Secondments, Specialists	505	484	21
Core Central Staff	12	9	3
Travel, Subsistence, Training and Development	5	1	4
IT Hardware & Mobiles	1	-	1
	<b>523</b>	<b>494</b>	<b>29</b>
<b>Development and Running Costs</b>			-
Accommodation & Venue Hire	-	-	-
Stationary, Telephone, Photocopying	-	-	-
Translation	16	14	2
Software, Marketing, R&E,	-	-	-
	<b>16</b>	<b>14</b>	<b>2</b>
<b>Delegated to Schools</b>			-
Passported on WG Instruction	-	-	-
Regional Support & Development Work	366	5	361
<b>Delegated to Local Authorities</b>			-
	-	-	-
<b>Total Estimated Expenditure</b>	<b>905</b>	<b>513</b>	<b>392</b>



## 4.4 Digital

Budgeted Income	2020-21 Projected Income £000's	Actual Income at Dec 2020 £000's	
RCSIG School Improvement 2020-21	287	172	
RCSIG 3% Savings	(58)		
<b>Total Estimated Income</b>	<b>229</b>		
School Improvement Budgeted Expenditure	2020-21 Projected Expenditure £000's	Actual Expenditure Dec 2020 £000's	Committed £000's
<b>Staffing Costs</b>			
Salaries, Secondments, Specialists	174	99	75
Travel, Subsistence, Training and Development	2	-	2
IT Hardware & Mobiles	1	-	1
	<b>177</b>	<b>99</b>	<b>78</b>
<b>Development and Running Costs</b>			
Accommodation & Venue Hire	-	-	-
Stationary, Telephone, Photocopying	-	-	-
Translation	-	-	-
Software, Marketing, R&E,	-	-	-
	-	-	-
Regional Support & Development Work	51	6	45
<b>Delegated to Schools</b>	<b>1</b>	<b>1</b>	<b>-</b>
Passported on WG Instruction	-	-	-
<b>Delegated to Local Authorities</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Unallocated Funds</b>		-	-
<b>Total Estimated Expenditure</b>	<b>229</b>	<b>106</b>	<b>123</b>

## 4.5 Welsh

Budgeted Income	2020-21 Projected Income £000's	Actual Income at Dec 2020 £000's	
RCSIG School Improvement 2020-21	858	514	
RCSIG 3% Savings	(172)		
<b>Total Estimated Income</b>	<b>686</b>		
School Improvement Budgeted Expenditure	2020-21 Projected Expenditure £000's	Actual Expenditure Dec 2020 £000's	Committed £000's
<b>Staffing Costs</b>			
Salaries, Secondments, Specialists	245	173	72
Core Central Staff	3	3	-
Travel, Subsistence, Training and Development	2	2	-
IT Hardware & Mobiles	1	-	1
	<b>251</b>	<b>178</b>	<b>73</b>
<b>Development and Running Costs</b>			
Accommodation & Venue Hire	-	-	-
Stationary, Telephone, Photocopying	-	-	-
Translation	-	-	-
Software, Marketing, R&E,	-	-	-
	-	-	-
Regional Support & Development Work	196	-	196
<b>Delegated to Schools</b>			
Passported on WG Instruction	-	-	-
<b>Delegated to Local Authorities</b>	239	239	-
<b>Total Estimated Expenditure</b>	<b>686</b>	<b>417</b>	<b>269</b>

## 4.6 Leadership

Budgeted Income	2020-21 Projected Income £000's	Actual Income at Dec 2020 £000's	
RCSIG School Improvement 2020-21	654	392	
RCSIG 3% Savings	(231)*		
EWC 2020-21	418	238	
<b>Total Estimated Income</b>	<b>841</b>	<b>630</b>	
School Improvement Budgeted Expenditure	2020-21 Projected Expenditure £000's	Actual Expenditure Dec 2020 £000's	Committed £000's
<b>Staffing Costs</b>			
Salaries, Secondments, Specialists	200	158	42
Core Central Staff	5	3	2
External Verifiers NQT	68	40	28
Travel, Subsistence, Training and Development	3	1	2
IT Hardware & Mobiles	1	-	1
	<b>277</b>	<b>202</b>	<b>75</b>
<b>Development and Running Costs</b>			
Accommodation & Venue Hire	-	-	-
Stationary, Telephone, Photocopying	-	-	-
Translation	6	5	1
Software, Marketing, R&E,	-	-	-
	<b>6</b>	<b>5</b>	<b>1</b>
Regional Support & Development Work	544	-	544
<b>Delegated to Schools</b>	<b>14</b>	<b>14</b>	<b>-</b>
Passported on WG Instruction	-	-	-
<b>Delegated to Local Authorities</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total Estimated Expenditure</b>	<b>841</b>	<b>221</b>	<b>620</b>

\*There was a delay in confirming the funding for the Leadership programs due to registration closing in November for the majority of courses resulting in the budgeted income and savings having been estimated.

## 4.7 Professional Learning

Budgeted Income	2020-21 Projected Income £000's	Actual Income at Dec 2020 £000's	
RCSIG School Improvement 2020-21	2,395	1,452	
RCSIG 3% Savings	(459)		
<b>Total Estimated Income</b>	<b>1,936</b>		
School Improvement Budgeted Expenditure	2020-21 Projected Expenditure £000's	Actual Expenditure Dec 2020 £000's	Committed £000's
<b>Staffing Costs</b>			
Salaries, Secondments, Specialists	639	385	254
Core Central Staff	3	2	1
Travel, Subsistence, Training and Development	3	-	3
IT Hardware & Mobiles	1	-	1
	<b>646</b>	<b>387</b>	<b>259</b>
<b>Development and Running Costs</b>			
Accommodation & Venue Hire	-	-	-
Stationary, Telephone, Photocopying	-	-	-
Translation	3	1	2
Software, Marketing, R&E,	-	-	-
	<b>3</b>	<b>1</b>	<b>2</b>
Regional Support & Development Work	327	5	322
<b>Delegated to Schools</b>	<b>960</b>	<b>915</b>	<b>45</b>
Passported on WG Instruction	-	-	-
<b>Delegated to Local Authorities</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total Estimated Expenditure</b>	<b>1,936</b>	<b>1,308</b>	<b>628</b>

## 4.8 Equity and Wellbeing

Budgeted Income	2020-21 Projected Income £000's	Actual Income at Dec 2020 £000's	
RCSIG School Improvement 2020-21 (EIG)	28,837	21,627	
RCSIG 3% Savings	-		
PDG 2020-21	21,283	13,834	
<b>Total Estimated Income</b>	<b>50,120</b>	<b>35,461</b>	
School Improvement Budgeted Expenditure	2020-21 Projected Expenditure £000's	Actual Expenditure Dec 2020 £000's	Committed £000's
<b>Staffing Costs</b>			
Salaries, Secondments, Specialists	395	326	69
Core Central Staff	4	3	1
Travel, Subsistence, Training and Development	3	2	1
IT Hardware & Mobiles	1	-	1
Grant Flexibility RCSIG 2020-21	500	-	500
	<b>903</b>	<b>331</b>	<b>572</b>
<b>Development and Running Costs</b>			
Accommodation & Venue Hire	-	-	-
Stationary, Telephone, Photocopying	-	-	-
Translation	5	3	2
SLA's	61	61	0
Software, Marketing, R&E,	20	-	20
	<b>86</b>	<b>64</b>	<b>22</b>
Regional Support & Development Work	248	51	197
<b>Delegated to Schools</b>	-	-	-
Passported on WG Instruction	47,905	21,021	26,884
<b>Delegated to Local Authorities</b>	978	123	855
<b>Total Estimated Expenditure</b>	<b>50,120</b>	<b>21,590</b>	<b>28,530</b>

## 5. Risks

This report, in a similar vein to previous Budget and Financial Update reports, highlights risks for ERW.

The financial implications of the anticipated changes to ERW will need to be clearly thought through and discussed with the S151 Officer and the Monitoring Officer to ensure no Local Authority suffers any financial detriment.

The ERW Reserves are diminishing as outlined below, with total reserves of only £45k at the end of 2019-20.

Continued reliance upon grant funding remains a risk.

## 6. Reserves

The table below shows the projected implications on ERW Reserves from 2019-20 to 2020-21.

The projected annual contribution to the cost of the Central Team for 2020-21 is nil.

Useable Reserves	Earmarked Joint Committee Reserves £000's	General Working Reserve £000's	Pensions Reserve £000's	Total Reserves £000's
Balance 31 March 2019	322	100	(316)	106
2019-20 To Revenue	30		(91)	(61)
Balance 31 March 2020	352	100	(407)	45
2020-21 To Revenue	-	-	-	-
Balance 31 March 2021	352	100	(407)	45

## 7. Recommendations

- The Joint Committee notes the updated ERW financial position at 31 December 2020.
- The Joint Committee approves the amendments to the Central Team budget for 2020-21, namely the legal costs for the anticipated changes to ERW.



Llywodraeth Cymru  
Welsh Government

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

30 November 2020

Dear Mr Jonathan Haswell

**Variation to: Award letter dated 29th July 2020  
Award of Funding in relation to Regional Consortia School Improvement Grant  
2020 -2021 – ERW 03/20 -21**

I can confirm that we are content to increase the Funding awarded to Pembrokeshire County Council in delivering the above grant award by a further £35,260.50 for 20/21. The increased funding is to support:

- i) Supporting Adopted Learners - £5,260.50
- ii) NPEP Funding - £30,000
- iii) 14 – 19 Learning Pathways (*No funding changes, T&Cs only*)

With effect from 29 July 2020 unless otherwise stated, the Funding Agreement shall be varied as follows:

The appended Schedule 1 wording, shall be added to the existing Schedule 1 wording of Award of Funding letter dated 29 July 2020.

The appended Schedule 5 wording, shall be added to the existing Schedule 5 of Award of Funding letter dated 29 July 2020.

In Condition 7 (Your general obligations to us) insert the following:

(i) notify us of any funding received by you from any source in relation to the effects of the spread of the Coronavirus (COVID-19) including but not limited to your insurance provider (cancellation/business disruption insurance), the UK Government's Coronavirus Job Retention Scheme and/or any Welsh Government fund/scheme.

In Condition 8 (Declarations) replace with:

(g) Acceptance of this award of Funding will not result in duplicate funding in respect of any part of the Purposes. This includes but is not limited to any payments received by you in relation to the effects of the spread of the Coronavirus (COVID-19) from your insurance provider (cancellation/business disruption insurance), the UK Government's Coronavirus Job Retention Scheme and/or any Welsh Government fund/scheme.

In Schedule 3 (Notification Events) insert the following:

21. there is a duplication of funding in respect of any part of the Purposes This includes but is not limited to any payments received by you in relation to the effects of the spread of the Coronavirus (COVID-19) from your insurance provider (cancellation/business disruption insurance), the UK Government's Coronavirus Job Retention Scheme and/or any Welsh Government fund/scheme;

This brings the total amount allocated for Regional Consortia School Improvement Grant 2020-21 to **£34,127,997** for 2020/21.

Except as expressly varied in this letter, the Award of Funding shall continue in full force and effect.

None of the additional funding will be paid to you until we have received your signed letter. We must receive your signed letter within 14 working days or the additional funding will automatically be withdrawn.

Please return the signed copy of this letter to us by email to [natasha.burton@gov.wales](mailto:natasha.burton@gov.wales)

**A scanned PDF of the signed letter is preferred**, but it must be returned from the email address of the project manager named in the original grant award letter dated 29 July 2020.

Yours sincerely



Neal O'Leary

Signed by Mel Godfrey  
under authority of the Minister for Education  
one of the Welsh Ministers



## SCHEDULE 1

### SUPPORTING ADOPTED LEARNERS IN EDUCATION FROM NOVEMBER 2020 TO JULY 2021

#### Context

Funding has been made available for the ERW regional consortium to support adopted learners in education between November 2020 and July 2021. The funding is specifically for providing education memberships to schools, available for purchase from Adoption UK. The memberships would run for the remainder of the academic year 2020/21.

#### Aims

The aims of this funding are to provide knowledge and resources to schools to help them better understand the needs of their adopted learners and support them as they respond to those needs.

This will be achieved by working with Adoption UK to offer a total of 42 education memberships to schools in ERW. The PDG-LAC lead coordinator will identify the schools in the consortia that would most benefit from an education membership and provide this information to Adoption UK.

Members will be able to access a range of standard membership benefits and a range of Wales specific educational resources for the academic year 2020/21. Adoption UK will deliver a webinar to selected ERW schools to explain what the professional membership package includes and why they might find it helpful when planning the support needs of their adopted learners.

The funding is provided on a pilot basis for 2020-21 only. ERW will work with Adoption UK to establish a method for monitoring the outcomes of the memberships for both schools and learners in order to evaluate the impact of the project.

#### Monitoring requirements

The provision of funding requires evidence of the effective deployment of resources and evidence that resources have the required impact. We are mindful of the need to avoid unnecessary bureaucracy and this is reflected in the reporting requirements below.

#### Timescale

November 2020	delivery of the project commences
End of spring term 2021	progress report to Welsh Government on project outputs

End of summer term 2021                      final report to Welsh Government on project outputs, and outcomes for schools and learners captured by ERW and Adoption UK

The project will be further monitored via discussion in the PDG Advisers monthly meeting with Welsh Government.

**Total amount of funding to the central south consortium:**

£5,260.50 (cost to provide 42 memberships)

Please note that the funding relates to the 2020-21 financial year but to reflect the education memberships running for the academic year, the final report is not due until July 2021.

**Post-16 NPEP**

The purpose of the pilot is to undertake small-scale action research specifically focussed on areas related to improving teaching and learning of A Levels. The aim is to lead to a greater sharing of resources between schools and colleges, and the joint development and sharing of pedagogical knowledge with a specific focus on A Level teaching and learning in both settings.

ERW will support and facilitate 10 secondary schools to participate in the Post-16 NPEP pilot.

Each school or college will be allocated 10 days (£3,000) to undertake collaborative enquiry and the output of the project will be published on Hwb.

## 14-19 Learning Pathways

***(This will only apply if and when the disapplication of the requirement to the minimum number of choices made in the Learning and Skills Wales 2009 Measure is withdrawn)***

You must ensure schools in your local authority meet the requirements of the Learning and Skills (Wales) 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.

You must ensure that all schools have a local curriculum offer that meets the requirements of the Learning and Skills Wales Measure by 30 April 2021 and then confirm in writing to Welsh Government no later than 31 May 2021 that all schools within your consortia have met the requirement of the measure.

For Welsh Medium Schools and bilingual schools consortia must engage with schools that offer courses through the medium of Welsh to confirm their local curriculum offer data, required by the reporting obligation under Section 116B(4) of the Education Act 2002 (See details below), in writing to Welsh Government no later than 31 May 2021. Welsh Medium Schools and bilingual schools will need to complete a spreadsheet which will be provided by Welsh Government and consortia will need to provide this data to Welsh Government by 31 May 2022. Officials intend for this data to be used by the Welsh Language division to inform their work on the WESP regulations.

***Section 116B(4) of the Education Act 2002 sets out that a local authority must provide the Welsh Ministers with a report on courses through the medium of Welsh in accordance with their instructions (“reporting obligation”). The report must:-***

- *(a) describe the courses of study included within local curricula established by the authority for that academic year which were to be taught through the medium of Welsh;*
- *(b) describe how many pupils elected to follow such courses and how many pupils were entitled to follow such courses;*
- *(c) explain what the authority plans to do in academic years following that to which the report relates so that registered pupils of schools maintained by the authority are given the opportunity to follow local curricula courses of study which are taught through the medium of Welsh.*

**TWO SIGNATORIES ARE REQUIRED**

We hereby accept this additional award of Funding in relation to Regional Consortia School Improvement Grant 2020 -2021- ERW – 03/2020

\_\_\_\_\_ Signature  
An authorised signatory of Pembrokeshire County Council

\_\_\_\_\_ Name

\_\_\_\_\_ Job Title

\_\_\_\_\_ Date

\_\_\_\_\_ Signature  
An authorised signatory of Pembrokeshire County Council

\_\_\_\_\_ Name

\_\_\_\_\_ Job Title

\_\_\_\_\_ Date

An authorised signatory of ERW Consortium

\_\_\_\_\_ Name

\_\_\_\_\_ Job Title

\_\_\_\_\_ Date

<b>Breakdown of Funding for the ERW Staffing Structure</b>							
<b>CENTRAL TEAM</b>			<b>C&amp;A</b>	<b>Dev Prof</b>	<b>Lead</b>	<b>Self Imp</b>	<b>Strong Inc</b>
	<b>Core</b>	<b>Grant</b>	<b>% Total</b>	<b>% total</b>	<b>% total</b>	<b>% total</b>	<b>% total</b>
<b>Chief Officer</b>							
Chief Officer	100%	0%					
Chief Officer	100%	0%					
<b>Areas of Specialism (Tier 2)</b>							
Head of Secondary Sector - (vacant post)	20%	80%		40%		40%	
Head of Special Schools and Education in Alternative Settings (0.6 appointme	20%	80%		40%		40%	
Head Curriculum Reform and Innovation (Secondment)	20%	80%		80%			
Lead for Research and HEI Partnerships	0%	100%		36%		64%	
Lead for Leadership	0%	100%			100%		
Lead for Secondary and Curriculum and Examinations	0%	100%		100%			
Lead for Welsh in Education	0%	100%		100%			
Lead for Digital Learning and Systems	0%	100%		100%			
Lead for Health and Wellbeing	0%	100%		100%			
<b>STRATEGIC TEAM</b>							
<b>Secondary Curriculum Leads (Tier 3)</b>							
Science Lead	0%	100%		100%			
Science Lead	0%	100%		100%			
Maths Lead	0%	100%		100%			
Maths Lead	0%	100%		100%			
English Lead (Vacant Post)	0%	100%		100%			
English Lead 0.8	0%	100%		100%			
English Lead 0.6	0%	100%		100%			
Welsh Lead	0%	100%		100%			
Welsh Lead	0%	100%		100%			
Post 16	0%	100%		100%			
Humanities	0%	100%	100%				
<b>AoLEs Secondary / AoLEs Primary (Tier 3)</b>							
12 AoLEs	0%	100%	100%				
12 AoLEs	0%	100%	100%				
12 AoLEs	0%	100%		100%			
12 AoLEs	0%	100%		100%			
12 AoLEs	0%	100%		100%			
12 AoLEs	0%	100%		100%			
12 AoLEs	0%	100%		100%			
12 AoLEs	0%	100%		100%			
12 AoLEs (Vacant Post)	0%	100%		100%			
12 AoLEs	0%	100%				100%	
12 AoLEs	0%	100%				100%	
<b>Service Area Coordinators</b>							
Induction & Alternative Routes Coordinator (Including NQT) ( Fixed term)	0%	100%		100%			
Starter Iaith Coordinator	0%	100%	100%				
HLTA Professional Learning Coordinator (Fixed Term)	0%	100%		100%			
PDG Coordinator (Fixed term)	0%	100%					100%
Digital Learning & Systems Coordinator	50%	50%		50%			
<b>Office Organisation</b>							
Business Support Manager	90%	10%			10%		
Business Support to Professional lead	90%	10%			10%		
Business Support to Professional lead	90%	10%			10%		
Business Support to Professional lead (vacant post)	90%	10%			10%		
Business Support to Professional lead (vacant post)	90%	10%				10%	
HR Lead	100%	0%					
HR Manager	90%	10%		10%			
Policy, Information & Communications Officer (vacant post)	90%	10%		10%			
Principal Accountant & Deputy S151 Officer	90%	10%		10%			
Senior Accountant (vacant post)	90%	10%	10%				
Accounting Technician (vacant post)	90%	10%			10%		

Mae'r dudalen hon yn wag yn fwriadol

## CYD-BWYLLGOR ERW 9 CHWEFROR 2021

### COFRESTR RISGIAU

#### DIBEN:

Rhoi gwybod i'r Cyd-bwyllgor am y proffil risg rhanbarthol diweddaraf

#### ARGYMHELLION/PENDERFYNIADAU ALLWEDDOL SY'N OFYNNOL:

Bod y Cyd-bwyllgor yn nodi'r newidiadau o ran y proffil risg, ac yn derbyn yr adroddiad

#### RHESYMAU:

Trefniadau Llywodraethu, Rheoli Risgiau

<b>Awdur yr Adroddiad:</b>  Greg Morgan/Ian Altman	<b>Teitl:</b>  Prif Swyddogion	<b>Rhif Ffôn:</b>  <b>E- bost:</b> <a href="mailto:greg.morgan@erw.cymru">greg.morgan@erw.cymru</a> <a href="mailto:ian.altman@erw.cymru">ian.altman@erw.cymru</a>
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**EXECUTIVE SUMMARY  
ERW JOINT COMMITTEE  
9 FEBRUARY 2021**

**RISK REGISTER**

**BRIEF SUMMARY OF PURPOSE OF REPORT**

The report outlines the overall risk profile of the regions. The heat map indicates the following risks as High Scoring:

**Very High Probability + High Impact**

**Cuts to School Budgets**

**High Probability + Very High Impact**

**ERW Governance**

**DETAILED REPORT ATTACHED?**

**YES**





## IMPLICATIONS

Policy, Crime & Disorder and Equalities <b>NONE</b>	Legal <b>NONE</b>	Finance <b>YES</b>	Risk Management Issues <b>YES</b>	Staffing Implications <b>NONE</b>
<p><b>1. Finance</b> There is a section on the register dedicated to Financial Risks</p>				
<p><b>2. Risk Management</b> The Risk Register is the primary risk analysis mechanism in ERW's governance system.</p>				

## CONSULTATIONS

N/A
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<p><b>Section 100D Local Government Act, 1972 – Access to Information</b>  <b>List of Background Papers used in the preparation of this report:</b>  <b>THESE ARE DETAILED BELOW</b></p>		
Title of Document	File Ref No.	Locations that the papers are available for public inspection
N/A	N/A	N/A



Mae'r dudalen hon yn wag yn fwriadol



**ERW**

Ein Rhanbarth ar Waith  
Education through Regional Working  
[www.erw.cymru](http://www.erw.cymru)  
[www.erw.wales](http://www.erw.wales)

# **Corporate Risk Register (Threats)**

## **2020-2021**

### **For Joint Committee February 2021**

# Introduction

ERW's Corporate Risk Register contains the strategic business risks (threats) to the achievement of the ERW's Vision and Aims as outlined within the ERW Business Plan.

**ERW's Vision: "Improving Learning Together"**

**ERW's Objectives:**

- Improve the quality of leadership and its impact on outcomes
- Improve the quality of teaching and learning experiences and its impact on outcomes
- Reduce the impact of poverty on attainment, support vulnerable learners and ensure all learners reach their potential
- Deliver high quality and bespoke support, challenge, and intervention to schools
- Communicate effectively with all stakeholders

Corporate business risks (threats) are scored against the risk (threats) evaluation matrix shown on page 4, using the probability and impact criteria shown on pages 5 and 6.

The Corporate Risk Register is a live document which is subject to regular review by the ERW Managing Director. New business risks identified or escalated via Local Authority risk registers are captured as proposed business risks and considered for inclusion on the Corporate Risk Register by the Lead Chief Executive. The updated Corporate Risk Register is then formally reviewed by the ERW Executive Board. The Corporate Risk Register is reviewed regularly by the ERW Joint Committee.

**Business risks are scored at inherent level (before any control measures are applied) and at residual level (after control measures have been applied).**

Although control measures are applied, they may not be sufficient to reduce the residual score if external factors (outside of officer control) still have a high influence on the probability of the risk occurring or the impact should it occur, e.g. Review and Reform Programme. The heat map on page 7 shows the highest residual risks on the Corporate Risk Register.

**Each risk has its own table showing the inherent and residual risk score along with the tolerance for the risk. Tolerance levels and responsible officers should ultimately be decided by the Joint Committee, who will be advised by the ERW Central Team.**

To assist with the monitoring of changes to the Corporate Risk Register between reviews, the risk score table for each risk includes a movement column which shows if the residual risk has increased↑, decreased↓, or stayed the same↔.Where there

is no arrow icon, this process will commence from the report presented to the next Joint Committee.

The Corporate Risk Register for 2018-19 contains 17 business risks (threats), each of which is indexed at page 8 and 9, and shown in detail on pages 10 to 21.

**Risks are categorised under one of the four following groupings, with each grouping requiring an agreed tolerance level.**

1. Financial Risks - Tolerance Level 6
2. Infrastructure Risks – Tolerance Level 8
3. People and Knowledge Risks – Tolerance Level 9
4. Governance and Compliance – Tolerance Level 4

**Every risk is explained in three steps:**

1. Event
2. Consequence
3. Impact

# Risk Evaluation Matrix

Threats					
<b>Probability</b>	<b>Very High</b>	Low (4)	Medium (8)	High (12)	High (16)
	<b>High</b>	Low (3)	Medium (6)	Medium (9)	High (12)
	<b>Medium</b>	Low (2)	Low (4)	Medium (6)	Medium (8)
	<b>Low</b>	Low (1)	Low (2)	Low (3)	Low (4)
		<b>Low</b>	<b>Medium</b>	<b>High</b>	<b>Very High</b>
		<b>Impact</b>			

## Impact assessment criteria

(Review the risk against the following criteria, chose the one that best describes the impact and rate accordingly from 1 – 4)

Rating	Description	Financial Capital / Revenue	Political	Service / Operations
4	<b>Very High</b>	>40% to <100% budget	<ul style="list-style-type: none"> <li>Political intervention required.</li> </ul>	<ul style="list-style-type: none"> <li>Catastrophic fall in service quality and statutory service standards are not met.</li> <li>Long term interruption to service provision.</li> <li>Report from regulator or inspectorate requiring major project for corrective action.</li> </ul>
3	<b>High</b>	>15% to <40% budget	<ul style="list-style-type: none"> <li>Major adverse political reaction.</li> </ul>	<ul style="list-style-type: none"> <li>Major impact to service quality, statutory service standards are not met, long term disruption to operations, multiple partnerships affected.</li> <li>Report of breach to regulator with immediate correction to be implemented.</li> </ul>
2	<b>Medium</b>	>5 % to < 15 % budget	<ul style="list-style-type: none"> <li>Significant adverse regional political reaction.</li> </ul>	<ul style="list-style-type: none"> <li>Significant fall in service quality, major partnership relationships strained, serious disruption to statutory service standards.</li> <li>Reportable incident to regulator(s).</li> </ul>
1	<b>Low</b>	< 5% budget	<ul style="list-style-type: none"> <li>Minor adverse political reaction and complaints which are quickly remedied.</li> </ul>	<ul style="list-style-type: none"> <li>Minor impact to service quality, minor statutory service standards are not met.</li> </ul>

< = Less than

> =More than

## Probability assessment criteria

(Select one of the ratings from the definitions below)

Rating	Annual Frequency			Probability	
	Description	Definition		Description	Definition
4	Very High	More than once in last 12 months		Very High	>85 % chance of occurrence
3	High	Once in last 2 years		High	>45% to <85 % chance of occurrence
2	Medium	Once in 3 years up to 10 years		Medium	>15% to < 45 % chance of occurrence
1	Low	Once in 10 years		Low	<15 % chance of occurrence

< = Less than

> =More than



# Corporate Business Risks

The heat map below summarises the highest residual risks contained on the Corporate Risk Register.

Very High Probability	<p style="text-align: center;"><b>12</b></p> <ul style="list-style-type: none"> <li>• Cuts to School Budgets</li> </ul>	
High Probability		<p style="text-align: center;"><b>12</b></p> <ul style="list-style-type: none"> <li>• ERW Governance</li> </ul>
	<b>High Impact</b>	<b>Very High Impact</b>

# Index and Summary of Residual Business Risk Scores

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1.4	Carmarthenshire Estyn Monitoring result in follow up	1	4	4	↔	16
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2	Failure to comply with Estyn Action Plan	2	4	8	↔	18
3	Failure to deliver Business Plan	2	2	4	↔	19
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5	Data Protection	3	2	6	↔	21
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No.	Risk	Probability	Impact	Residual Risk	Movement	Page
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No.	Risk	Probability	Impact	Residual Risk	Movement	Page
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# Contextualisation

ERW (Education through Regional Working) is one of 4 regional education consortia in Wales. It is an alliance of five local authorities - Carmarthenshire, Ceredigion, Pembrokeshire and Powys and the City and County of Swansea. The purpose of ERW is to deliver a single, consistent and integrated professional school improvement service for children and young people across the South-West and Mid-Wales region.

ERW works closely with Welsh Government and with the other three regional consortia to deliver national priorities and policies in Wales, such as literacy, numeracy and digital competence and improving learner outcomes.

The regional education consortia were formally established following the publication of the National Model for School Improvement by Welsh Government in 2014. The National Model is based on a vision of regional school improvement consortia working with and on behalf of local authorities to lead, orchestrate and co-ordinate the improvement in the performance of schools and education of young people. This would be achieved by allowing local authorities to work collaboratively to share good practice, knowledge and skills, build capacity and increase opportunities for constructive challenge and targeted support.

ERW works to communicate, broker and support the development of high performing school networks in order to identify the challenges and establish improvement pathways that lead to success. It seeks to ensure that every school is a good school offering high standards of teaching and good leadership resulting in all learners achieving their maximum potential. This can only be achieved by building school capacity through support, challenge and intervention so that they become self-improving, resilient organisations which continually improve outcomes for learners.

## Our Objectives:

- 1. Developing a high-quality education profession**
- 2. Inspirational Leaders working collaboratively to raise standards**
- 3. Strong and inclusive schools committed to excellence, equity and well-being**
- 4. Robust assessment, evaluation and accountability arrangements supporting a self-improving system**

## **ERW's VALUES:**

*To achieve our vision, we have defined values to guide all we do at ERW. These include:*

- *Effectiveness*
- *Commitment*
- *Integrity*
- *Innovation*
- *Collaboration*

*ERW utilises a wide range of flexible approaches so that bespoke solutions can be used to support schools at their point of need. We support teachers through the provision and brokering of professional learning programmes to support individuals in their leadership journey whilst building expertise and capacity where and when it is needed in schools across the region.*

### *3.0 ERW Governance, Scrutiny and Accountability:*

*ERW is governed by a legally constituted Joint Committee whose membership is made up of the local authority Leaders in South-West and Mid-Wales.*

*ERW's Joint Committee is advised by the Executive Board which is made up of the five local authority Directors of Education in the region along with external school improvement experts, head teacher representatives and ERW's Managing Director.*

*The Executive Board is responsible for monitoring and evaluating ERW's work, in particular through the work of the ERW Strategy Groups.*

*The ERW Strategy Groups are a critical aspect of ERW's governance arrangements. They are the primary driver for developing ERW's work in the key areas of:*

- *Professional Learning and Research*
- *Leadership*
- *Curriculum*
- *Digital Skills*
- *Equity and Wellbeing*
- *Welsh*

*Each Strategy Group will be responsible for monitoring the progress of the aspect of Business Plan actions for which they are responsible. They will also be responsible for co-constructing content in the following year's Business Plan.*

*While it is accepted that the context and setting of each Local Authority in ERW is different, the purpose of collaborating on a regional level is to achieve a greater scale of economy through co-operation. Whilst changes and innovations can be incorporated to take into account local priorities or differences, there must remain a degree of regional consistency.*

*The ERW Strategy Groups are a conduit for communication between the region and peers within the constituent Local Authority, and the wider profession. Group members are tasked with communicating their work externally, by using both local and regional communications channels.*

*The ERW Scrutiny Councillor Group meets with ERW officers on a quarterly basis and provides written feedback on its findings to the Joint-Committee. ERW officers attend local authority scrutiny sessions on a regular basis, providing updates and reports on the progress of the ERW Business Plan.*

## Central Risks

### 1.1 Estyn Monitoring activity results in continued follow up for Powys later than November 2021.(Governance and Compliance)

#### Description of Risk

Estyn follow up visits result in Powys continuing to be placed in category or requiring further attention.

#### Background

Powys was subject to an Estyn improvement conference in 2016 and 2017 primarily because the Authority had too many secondary schools in Estyn follow up

Powys received notice that they were to be inspected in July 2019. They were judged to be causing significant concern and requiring follow-up activity. The local authority has updated its improvement plans to show how it is going to address the recommendations. Estyn have reviewed the authority's progress through a post-inspection improvement conference and progress conferences on Nov 28<sup>th</sup>. Estyn were reassured that all 4 progress criteria were being met sufficiently.

As Powys has developed their response and action plan following the inspection the scoring of this risk can manifest.

**Objectives at Risk:** All

#### Risk Control Measures

Collaboration with numerous regional programmes surrounding Leadership – Secondary Support Team being a good example

Local Mitigation – PIAP agreed, WG Improvement and Assurance Board, Scrutiny arrangements. Monthly meeting with all Political party leaders in the authority. Transformation Board established. Transformation Delivery Board established. Regular updates for Cabinet to ensure sufficient progress.

#### Risk Scores:

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
Inherent	4	4	16	↔
Residual	2	4	8	↔
Tolerance			4	

#### Risk Owner

Lynette Lovell (Powys)

## 1.2 Estyn Monitoring activity results in follow up for Ceredigion (Governance and Compliance)

### Description of Risk

Estyn visits result in Ceredigion being placed in follow up / special measures or requiring further attention.

### Background

**Objectives at Risk :** All

### Risk Control Measures

Consolidation of existing strengths in processes and procedures deemed to be successful in the previous Estyn inspection. Many are still relevant in the new Estyn Local Authority Education Service Inspection Framework.

Continue work to improve quality, resilience and impact of senior and middle leadership in schools, particularly where recruitment has been difficult in order to improve intra and inter school variation.

Continue to provide high quality curriculum and leadership support for schools, in particular in core subject areas in specific secondary schools.

### Risk Scores

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	1	4	4	↔
<b>Residual</b>	1	4	4	↔
<b>Tolerance</b>			4	

### Risk Owner

Meinir Ebbsworth (Ceredigion)



### 1.3 [Estyn Monitoring activity results in follow up for Pembrokeshire lasting longer than July 2022.](#)

#### Description of Risk

Estyn visits result in Pembrokeshire being placed in follow up / special measures or requiring further attention.

#### Background

Pembrokeshire has had two improvement conferences undertaken by Estyn. Pembrokeshire has received notice that they will be inspected by Estyn on the 2<sup>nd</sup> of December.

Pembrokeshire's inspection report was published on the 12<sup>th</sup> of February. Following publication, Pembrokeshire local government education services have been deemed as causing significant concern, and requiring follow up activity. Pembrokeshire

**Objectives at Risk :** All

#### Risk Control Measures

The Local Authority will update its improvement plan, to show how it is going to address the 4 recommendations made. The Local Authority will have a Post Inspection Action Plan Improvement Conference, and progress conferences. Monitoring visit will take place July 2022.

Local Mitigation – PIAP agreed, WG Improvement and Assurance Board, Scrutiny arrangements. Monthly meeting with all Political party leaders in the authority. Transformation Board established. Transformation Delivery Board established. Regular updates for Cabinet to ensure sufficient progress.

#### Risk Scores

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	4	4	16	↔
<b>Residual</b>	2	4	8	↔
<b>Tolerance</b>			4	

#### Risk Owner

Steven Richards Downes (Pembrokeshire)

## 1.4 Estyn Monitoring activity results in follow up for Carmarthenshire (Governance and Compliance)

### Description of Risk

Estyn visits result in Carmarthenshire being placed in follow up / special measures or requiring further attention.

### Background

**Objectives at Risk :** All

### Risk Control Measures

- Ensure that there is clarity in terms of vision and staff role and remit in their work towards achieving this vision.
- Effective appointments and support and training provided to provide a high quality, skilled team of Senior Managers and officers.
- A regular review of core services, to determine whether outcomes are being achieved and where potential issues may be arising.
- Effective business function evaluation and monitoring in place as part of regular Directorate Team meetings with overview of risk register, financial planning, outcomes measurement etc.
- Effective and constructive partnership working with schools, Council Services, the regional Consortium and other partners who contribute to delivering school improvement and education services.
- Robust and honest self-evaluation, incorporating the views of a range of stakeholders and partners, leading to clear Business Plans identifying successes and challenges/areas to develop.
- Service and Business Plan development put in place in order to ensure most effective use of resources across services and with partners in order to achieve excellent outcomes for our children and young people.
- Effective Performance Management and performance reporting in place throughout the directorate.

### Risk Scores

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	<b>2</b>	<b>4</b>	<b>8</b>	↔
<b>Residual</b>	<b>1</b>	<b>4</b>	<b>4</b>	↔
<b>Tolerance</b>			<b>4</b>	

### Risk Owner

Gareth Morgans (Carmarthenshire)

## 1.5 Estyn Monitoring activity results in follow up for Swansea (Governance and Compliance)

### Description of Risk

Estyn visits result in Swansea being placed in follow up / special measures or requiring further attention.

### Background

**Objectives at Risk :** All

### Risk Control Measures

- The local authority benefits from strong leadership at all levels, strong partnership with schools and other key agencies and has a good track record of delivering strong outcomes for children and young people.
- Self-evaluation processes are robust and clear priorities are identified in operational plans. Areas of underperformance are identified as early as possible and support and challenge put in place to secure improvements.
- Existing monitoring processes will be further developed to ensure that key strategic priorities, eg foundation phase, wellbeing post 16 provision, school leadership, are addressed.
- Through our ERW partnership, the local authority will continue to secure good standards and overall progress of learners, including specifically raising standards in primary schools and provision for pupils in key stage 4.

### Risk Scores

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	<b>2</b>	<b>4</b>	<b>8</b>	↔
<b>Residual</b>	<b>1</b>	<b>4</b>	<b>4</b>	↔
<b>Tolerance</b>			<b>4</b>	

### Risk Owner

Nick Williams (Swansea)

## 2. Failure to comply with Estyn Action Plan (Governance and Compliance)

### Description of Risk

Inspection/ Visit of Region finds less than adequate progress on any recommendation thus resulting in further follow up activity for ERW.

### Background

ERW received a judgement of limited progress (Nov 2017) against Recommendation 1 (improvement in Schools Causing Concern, most notably secondaries), from its June 2016 inspection.

Following positive feedback from the Estyn team in 2019 over 2 visits, and the re-structure of the ERW Central Team to include a regional resource for secondary leadership, there was sufficient cause to de-escalate the probability of this risk.

However, as of the 2020-21 Academic Year the future of a regionally deployed support resource for Secondary school leadership is uncertain. Should this capacity be removed from the system, this risk will require re-evaluation.

**Objectives at Risk :** All

### Risk Control Measures

- Schools Performance Team now meets regularly with each Principal Challenge Adviser individually to discuss early warning signs for schools, increasing chances of prevention and administering additional support where needed
- Renewed capacity within the ERW Secondary Subject Specialist Team
- ERW officers to support LA staff in targeted schools/departments

### Risk Scores

Risk Stage	Probability	Impact	Risk Score	Movement
	<b>(a)</b>	<b>(b)</b>	<b>(a) X (b)</b>	↑↓↔
<b>Inherent</b>	<b>3</b>	<b>4</b>	<b>12</b>	↔
<b>Residual</b>	<b>2</b>	<b>4</b>	<b>8</b>	↔
<b>Tolerance</b>			<b>4</b>	

### Risk Owner

Interim Chief Officers, Lead Director and Lead Chief Executive

### 3. Failure to deliver Business Plan (Governance and Compliance)

#### Description of Risk

Delivery of Business Plan fails to meet the satisfaction of Welsh Government/WAO/Estyn.

#### Background

Monitoring systems and exception reporting were in place for the 2019-20 Business Plan. All Strategic Groups have supported the formation of 2020-21 Business Plan in an effective manner.

Indicative funding has been received for 2020-21 and budget setting exercises have been implemented working towards a costed Business Plan.

**Objectives at Risk :** All

#### Risk Control Measures

- Ongoing dialogue with Welsh Government and other monitoring bodies
- BP aligned to National Mission document
- Established Strategy Groups will continue to support and monitor progress of the 2020-21 Business Plan

#### Risk Scores

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	2	3	6	↔
<b>Residual</b>	2	2	4	↔
<b>Tolerance</b>			4	

#### Risk Owner

Interim Chief Officers, Lead Director

## 4. ERW Governance (Governance and Compliance)

### Description of Risk

Organisational Design, Governance or Legal footing of ERW found to be ineffective at securing consistent improvement across all LAs by Estyn / WAO / WG / Self-Evaluation, or to not be fit for organisational purpose. This then resulting in action by the inspectorate, or clawback of funds from WG.

### Background

Estyn follow up report note that the governance structure has hindered progress. December 2017. Paper submitted to Autumn, 2019 Joint Committee surrounding revised Governance of ERW to support the new structure. Paper deferred, and requires clarification of financial delegation arrangements at all levels of the structure.

Notable factor: The Executive Board did not meet regularly in the 19-20 Academic Year. This can present significant risks with the Board containing several key stakeholders including – WG, Estyn, and Headteacher Board representatives.

Several Internal Audit Recommendations around changes to ERW's Governance, and updating of the Legal Agreement, remain outstanding and have been highlighted within the most recent audit report.

**Objectives at Risk:** All

### Risk Control Measures

- Ian Altman and Greg Morgan appointed as joint Interim Chief Officers, September 2020
- Revised Governance document is a current agenda item for Executive Board and Joint Committee

### Risk Scores

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	3	4	12	↔
<b>Residual</b>	3	4	12	↔
<b>Tolerance</b>			4	

**Risk Owners:** Lead Chief Exec, Section 151 Officer, Monitoring Officer, Lead Director, Interim Chief Officer

## 5.Data Protection (Governance and Compliance)

### Description of Risk

ERW fails to comply with the Data Protection Act 2018, resulting in action from the ICO.

### Background

Currently ERW does not have a clearly designated Data Protection Officer which is a requirement of General Data Protection Regulations as of May 2018.

**Objectives at Risk:** All

### Risk Control Measures

ERW has taken pro-active steps to prepare staff for GDPR, including awareness seminars at ERW Central Team Training. However, the absence of a dedicated DPO remains a concern.

Some of this risk is mitigated by the Local Authorities employing their own DPOs for schools respectively.

Executive Board 21.9.18 agreed an interim measure of the Managing Director being named DPO, with a view of appointing a Business and Finance Manager for ERW and naming them DPO once appointed and sufficiently trained.

This responsibility has been transferred to the Interim Chief Officers.

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	<b>3</b>	<b>4</b>	<b>12</b>	↔
<b>Residual</b>	<b>2</b>	<b>3</b>	<b>6</b>	↔
<b>Tolerance</b>			<b>4</b>	

### Risk Owner

Interim Chief Officers, Lead Chief Executive, Lead Director

## 6. ERW is judged to not provide Value for Money (Governance and Compliance)

### Description of Risk

#### Background

In ERW's 2017 Estyn Report, it is stated:

“Senior leaders understand that the current organisational design constrains ERW's ability to deliver value for money”

The revised ERW model is now in place, however efficiencies and full increase of funding to frontline services were not implemented until the 2020-2021 business year. Should this structure change further, the scoring of this risk will need to be revisited.

**Objectives at Risk:** All

#### Risk Control Measures

- Comprehensive VFM Framework in place.
- In house monitoring of effectiveness; support in any identified areas of concern.
- VFM monitoring and recommendations from Internal Audit undertaken.
- Annual Governance Statement
- Proposed financial efficiencies in the revised ERW Model.

#### Risk Scores

Risk Stage	Probability	Impact	Risk Score	Movement
	<b>(a)</b>	<b>(b)</b>	<b>(a) X (b)</b>	↑↓↔
<b>Inherent</b>	<b>3</b>	<b>4</b>	<b>12</b>	↔
<b>Residual</b>	<b>2</b>	<b>3</b>	<b>6</b>	↔
<b>Tolerance</b>			<b>6</b>	

#### Risk Owner

Interim Chief Officers, Section 151 Officer, Principal Accountant, Lead Director



## 7. Local Authority failure to comply with Grant Regulations (Governance and Compliance)

### Description of Risk

Individual LAs fail to comply with Grant Regulations and limited assurance given from other LA's to PCC, resulting in clawback of funding,

**Objectives at Risk:** All

### Risk Control Measures

- Correspondence from Section 151 Officer and Internal Audit to all LAs.
- Assurance for PCC from each LA.
- Improved communication and understanding of roles, responsibilities and risks.
- Training and termly finance officers meeting.
- LA Local Delivery Plans sent to ERW Finance Team as costed documents

### Risk Scores

Risk Stage	Probability	Impact	Risk Score	Movement
	<b>(a)</b>	<b>(b)</b>	<b>(a) X (b)</b>	↑↓↔
<b>Inherent</b>	<b>3</b>	<b>4</b>	<b>12</b>	↔
<b>Residual</b>	<b>2</b>	<b>3</b>	<b>6</b>	↔
<b>Tolerance</b>			<b>6</b>	

### Risk Owner

LA Section 151 Officers, Head of Internal Audit

## 8. Failure to respond to changes in process of awarding qualifications in summer 2021

### Description of Risk

That the changes to arrangements for awarding qualifications in summer 2021 will not be responded to effectively by ERW officers in the Secondary Team.

### Background

Due to Covid-19 and the external examinations were not sat in summer 2020 and centres were asked to develop Centre Assessed Grades (CAGs) as well as complete a rank order for all WJEC qualifications. ERW central team had dialogue with a limited number of middle leaders regarding the range of appropriate evidence to complete this process. They did not, however, advise on any individual learner or take part in the process itself.

A standardisation process was developed by WJEC based on a range of criteria. However, eventually all learners in Wales were awarded their CAG or standardised grade, whichever was the higher.

Adaptations in specifications were initially put in place for learners in examination years and the Design and Delivery Group developed further changes to assessment in 2021. These were announced in December 2020. However, in the light of further lost face to face learning time in December and January, further adaptations have been recommended in January 2021. ERW Secondary team will support schools in developing appropriate evidence in line with specific courses/qualifications as required.

### Impact of Risk:

- Negative impact on learner outcomes across the region
- Lack of consistency in approach across the LAs
- Challenges regarding subjects with no secondary officer employed centrally

### Risk Control Measures

- Network meetings and additional training to support most recent adaptations
- Agendas developed to ensure consistent approach across the LAs
- Improved communication between WJEC and Headteacher groups
- Challenge Adviser training where appropriate
- Lead schools developed in key subject areas where appropriate

### Risk Scores:

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	4	4	<b>16</b>	↔
<b>Residual</b>	2	3	<b>6</b>	↔
<b>Tolerance</b>			<b>4</b>	

### Risk Owner

Interim Chief Officers, Directors of Education

## Financial Risks

### 1. Timeliness of WG Funding (Financial Risk)

#### Description of Risk

WG Funding may not be timely, resulting in underspend, lateness of planning, or an inability to spend at the end of the financial year.

#### Background

Financial forward planning with contingency arrangements so that essential implementation is not hindered.

Due to a significant dependence on grants and the use of ERW's reserves, timely receipt of funding is a key cash flow issue. This issue has largely been resolved through a quarterly payment profile of the RCSIG. WG have also moved to a quarterly payment profile of the PDG.

The key issue for ERW regarding this risk, is the need to receive indicative grant funding before the beginning of the financial year, so that Business Planning can take funding streams into account at the beginning of the process. Conversation around the future footprint of ERW, or any replacement, will mean it is unlikely that indicative funding will be received prior to the financial year 2021-22.

In-year variation funding from WG does occasionally materialise, sometimes as late as February (as happened in 18-19). In 2019-20 a variation letter was received in April resulting in ERW not being able to utilise this funding. This late arrival of funding is a contributing factor to this risk.

**Objectives at Risk:** All

#### Risk Control Measures

- A quarterly payment profile has been established with Welsh Government
- Financial forward planning with contingency arrangements so that essential implementation is not hindered.
- Constant communication with WG to improve expectation, and to improve timeliness of in-year funding.

#### Risk Scores

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	<b>3</b>	<b>3</b>	<b>9</b>	↔
<b>Residual</b>	<b>3</b>	<b>3</b>	<b>9</b>	↔
<b>Tolerance</b>			<b>6</b>	

#### Risk Owner

Section 151 Officer, Lead Banker Authority and Principal Accountant

## 2. Real Term Cuts to school/education budgets (Financial Risk)

### Description of Risk

Further cuts to school services and reductions of quantum in Welsh Government funding, which in turn have an effect on service capacity, and therefore outcomes in schools.

### Background

Financial pressures in each LA leading to cuts affecting school services. This would then have a further impact on capacity and willingness of schools to engage in the self-improving system

Local Government 20-21 budgets and the Teachers Pay Award also present significant risks. Other risks that were noted by the ERW Headteacher Representative Board were the rise in teacher pensions, as well as the permanence of the new Professional Learning Funding. Local Government 2020-2021 settlement reported to be higher than initial expectations.

Professional Learning grant has been reduced for 2020-21 due to WG savings as part of their response to the Covid-19 pandemic.

**Objectives at Risk:** All

### Risk Control Measures

Further work with HT board to ensure clarity around expectations of HT to collaborate and the remuneration. Maximising of delegated funding to schools wherever possible.

The new WG funding stream for schools, dedicated to Professional Learning is aimed at reducing the impact of this risk.

### Risk Scores

Risk Stage	Probability	Impact	Risk Score	Movement
	<b>(a)</b>	<b>(b)</b>	<b>(a) X (b)</b>	↑↓↔
<b>Inherent</b>	<b>4</b>	<b>4</b>	<b>16</b>	↔
<b>Residual</b>	<b>4</b>	<b>3</b>	<b>12</b>	↔
<b>Tolerance</b>			<b>6</b>	

### Risk Owner

Interim Chief Officers, Lead Director, LA Directors, Section 151 Officer, Principal Accountant, Lead Chief Executive.

### 3. ERW unable to deliver National Mission (Financial Risk)

#### Description of Risk

ERW fails to deliver their elements of Welsh Government's National Mission. Subsequently, WG could tie funding conditions to this delivery, risking grant clawback.

#### Background

With the ERW Review and Reform programme having delivered a new regional structure with increased capacity, this risk can be scored lower as ERW can now better work towards the aim of the National Mission. Once the impact of this model can be measured, a case can be made for the removal of this risk. However, further changes to model may lead to a rescoring.

Changes made to the model in 2019-20 and the decision not to recruit for a number of posts in 2020-21 has the potential to increase the risk in this area where resource and capacity becomes an issue.

**Objectives at Risk:** All

#### Risk Control Measures

- ERW Review and Reform Programme has delivered new structure, positively received by Estyn. (Meilyr Rowlands letter 28.06.2019)
- Aligning of ERW Business Plan to National Mission document

#### Risk Scores

Risk Stage	Probability	Impact	Risk Score	Movement
	<b>(a)</b>	<b>(b)</b>	<b>(a) X (b)</b>	↑↓↔
<b>Inherent</b>	<b>3</b>	<b>3</b>	<b>9</b>	↔
<b>Residual</b>	<b>2</b>	<b>3</b>	<b>6</b>	↔
<b>Tolerance</b>			<b>6</b>	

#### Risk Owner

LA Directors, Joint Committee, Interim Chief Officers

## 4. Cost Savings Required by Welsh Government (Financial Risk)

### Description of Risk

WG have imposed a 3% savings target on the Consortia based on the total value of the RCSIG which equates to £1.06m in order to assist with funding the WG response to the Covid-19 pandemic. As the climate remains uncertain with the pandemic, it may be that the consortia is asked to make further savings if, for example schools are closed again.

### Background

£1.06m of savings have been made in 2020-21 from the budgets of the strategy groups. Salaries and funding to schools was protected. The PDG was also protected. The EIG has been allocated and budgets communicated with ERW Officers for the year. Any further savings required due to the pandemic would hinder the organisations ability to deliver on the business plan and the national mission.

Although WG stated in April 2020 that they do not expect any further savings to be required by the consortia for 2020-21, we are dealing with uncertainty in this area as the pandemic continues. The 3% was based on schools being closed for the Summer Term however ERW continued to provide remote/digital support. Plans for the remainder of the year are based on a blended support plan of face to face where required and able, and through digital platforms. As such, any further cuts to the budgets would be difficult to deliver. Failure to meet the existing 3% savings target from WG or any in-year savings targets will result in clawback from Local Authorities leading to an impact on school budgets.

**Objectives at Risk:** All

### Risk Control Measures

- Ongoing dialogue with Welsh Government
- Monthly budget meetings to ensure any over/under spends are addressed timely.

### Risk Scores

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	<b>1</b>	<b>4</b>	<b>4</b>	↔
<b>Residual</b>	<b>1</b>	<b>4</b>	<b>4</b>	↔
<b>Tolerance</b>			<b>6</b>	

### Risk Owner

Lead Director, Interim Chief Officers, Lead Chief Executive, Section 151 Officer and Principal Accountant

## Review and Reform

### 1. Lack of clarity on ERW's functions

#### Description of Risk

That the revised ERW structure does not bring sufficient clarity on the function of ERW and its central team. Ongoing discussions with regard to the future ERW Footprint impact on the ability to clarify functions and services.

#### Background

Despite thorough stakeholder engagement during the creation of the revised ERW structure (2018-2019 academic year) and work undertaken during the Autumn Term, 2019 to communicate and clarify the ERW's function to all stakeholders, recent developments with regard to the future ERW footprint could cause a significant impact on the perception of ERW within the education sector.

#### Impact of Risk:

- Unwillingness of schools to engage with ERW as a result of legacy perceptions
- Lack of clarity on the difference between the role of the LA, and the role of the region, among the teaching community
- Lack of confidence in the revised structure along with loss of trust within the profession

#### Risk Control Measures

- Ongoing and effective communications provided by the ERW Team on a weekly basis
- Communications Strategy group established centrally with membership linked to all areas of the BP.
- Consistent and ongoing dialogue is being undertaken with LA partners to ensure consistency of communication through both regional and local channels

#### Risk Scores:

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	2	3	<b>6</b>	↔
<b>Residual</b>	2	2	<b>4</b>	↔
<b>Tolerance</b>			<b>4</b>	

#### Risk Owner

Joint Committee, Lead Director, Interim Chief Officers

## 2. Lack of communication and clarity of roles between LA and ERW staff

### Description of Risk

Insufficient communication and clarity between LA and ERW staff leads to conflicting messages reaching schools

### Background

Addition curriculum support or other roles according to their need and priority areas may need to be employed e.g. with less than 2fte staff members for Secondary English support across the region, a LA may wish to 'top up' locally. The linguistic needs and nature of each LA are different. The current ERW specialist capacity is unable to guarantee that the linguistic needs of all Local Authorities can be met.

With clarity, LA and ERW staff could complement each other and add value but it is imperative that communication channels are robust and that clear protocols are in place.

### Impact of Risk:

- Reinforcement of the narrative that there are "too many layers"
- Raising questions surrounding value for money
- Lack of clarity for schools on what advice to follow
- Local Authorities being perceived as "not buying in" to the new ERW function

### Risk Control Measures

- Consistent two-way communication between local resources supporting the new curriculum, and the regional body
- Join-up of work and personnel wherever possible
- Use of local arrangements to cascade the regional message
- Membership of Regional Strategy Groups to contain all 5 constituent LAs
- Brokerage pathway protocol has been agreed at Director Level

### Risk Scores:

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	3	3	<b>9</b>	↔
<b>Residual</b>	2	2	<b>4</b>	↔
<b>Tolerance</b>			<b>4</b>	

### Risk Owner

Lead Chief Executive, Interim Chief Officers, Directors of Education, Lead Director



### 3. Failure to improve transparency through governance arrangements

#### Description of Risk

That the changes to ERW's operational governance arrangements do not increase transparency / confidence of the profession.

#### Background

ERW has adopted some enhanced strategic meetings which include a variety of key stakeholders in the decision making process. The main aim of this change is that there is increased transparency around decision making and allocation of funding. Should these strategic meetings fail to improve transparency, there will be significant adverse effects.

The revised Governance Structure document was deferred by the Joint Committee. Strategy Groups were signed off by the Joint Committee in December 2019 Joint Committee. Further elements of the structure are now impacted upon by the ERW Footprint agenda.

The Executive Board has not met regularly during the 19-20 Academic Year with stakeholders including WG, Estyn and Headteacher Board representatives.

All budget holders meet regularly with Principal Accountant and have an allocated budget to discuss in conjunction with the strategy groups. These groups will be reconvened in autumn 2020 and monitor the BP using the monitoring and evaluation spreadsheet.

#### Impact of Risk:

- Loss of confidence from regulatory bodies
- Loss of trust with the teaching profession and constituent LAs
- Increased tensions within the context of funding for education
- Challenges regarding value for money

#### Risk Control Measures

- Consistent Terms of Reference for all Strategy Groups
- Clear lines of reporting for all groups
- Director Group oversight of decisions made and approval of any decisions that require it
- Potential publishing of delegated decisions on ERW website.
- Directors receive monthly updates of ERW funding to schools

#### Risk Scores:

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	4	4	<b>16</b>	↔
<b>Residual</b>	2	3	<b>6</b>	↔
<b>Tolerance</b>			<b>4</b>	

#### Risk Owner

Lead Chief Executive, Interim Chief Officers, Directors of Education, Principal Accountant

## Impact of Covid-19

### 1. Failure to respond to the impact of Covid-19

#### Description of Risk

That ERW will not respond in an agile and appropriate manner to the impact of Covid-19 on the organisation and school support.

#### Background

Covid-19 has impacted on the way the organisation has worked since March 2020. Initially, there was a focus on supporting the national Continuity of Learning plan and developing a response linked to distance and then blended learning.

Schools and settings reopened fully from Sept 14<sup>th</sup> onwards. However, the impact of Covid-19 meant that there were partial closures as well as staff and pupils self-isolating in the autumn term.

Further loss of learning at the end of the autumn term and January has required a focus, once again, on remote learning.

#### Impact of Risk:

- Failure to deliver all aspects of the Business Plan
- Lack of effective support for distance and blended learning in schools
- Loss of trust with the teaching profession and constituent LAs

#### Risk Control Measures:

- Teams repurposed to ensure focus on key areas at risk
- Agile response when planning and delivering support for schools e.g. amending PL offer to ensure high quality delivery online
- Engage with all stakeholders to align key messages and share strong practice
- Playlists and resources to support remote synchronous and asynchronous learning.

#### Risk Scores:

Risk Stage	Probability	Impact	Risk Score	Movement
	(a)	(b)	(a) X (b)	↑↓↔
<b>Inherent</b>	4	4	<b>16</b>	↔
<b>Residual</b>	2	3	<b>6</b>	↔
<b>Tolerance</b>			<b>4</b>	

#### Risk Owner

Interim Chief Officers, SLT, Central Team

## CYDBWYLLGOR ERW 9 CHWEFROR 2021

### RHAGLEN WAITH ARCHWILIO MEWNOL 2020-21

**DIBEN:** Ystyried a chymeradwyo'r rhaglen waith Archwilio Mewnol ar gyfer 2020-21.

### ARGYMHELLION/PENDERFYNIADAU ALLWEDDOL SY'N OFYNNOL:

Ystyried a chymeradwyo'r rhaglen waith Archwilio Mewnol ar gyfer 2020-21.

### RHESYMAU:

Gofyniad Statudol

<b>Awdur yr Adroddiad:</b>	<b>Teitl:</b>	<b>Rhif Ffôn: 01437 776213</b>
Joanne Hendy	Pennaeth Archwilio Mewnol ERW	E- bost: <a href="mailto:joanne.hendy@pembrokeshire.gov.uk">joanne.hendy@pembrokeshire.gov.uk</a>

**EXECUTIVE SUMMARY  
ERW JOINT COMMITTEE  
9 FEBRUARY 2021**

**INTERNAL AUDIT WORK PROGRAMME FOR 2020-21**

**BRIEF SUMMARY OF PURPOSE OF REPORT**

The Internal Audit work programme for 2020-21.

**DETAILED REPORT ATTACHED?**

**YES**



## IMPLICATIONS

Policy, Crime & Disorder and Equalities <b>NONE</b>	Legal <b>NONE</b>	Finance <b>YES</b>	Risk Management Issues <b>YES</b>	Staffing Implications <b>NONE</b>
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### 1. Finance

Joint Committee consideration and approval of the Internal Audit work programme for 2020-21, namely the financial issues included.

### 2. Risk Management

Joint Committee consideration and approval of the Internal Audit work programme for 2020-21, namely the risk management issues included.

## CONSULTATIONS

N/A

### 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
N/A	N/A	N/A

Mae'r dudalen hon yn wag yn fwriadol

## JOINT COMMITTEE

**Report of:** ERW Head of Internal Audit

**Date:** 9 February 2021

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### INTERNAL AUDIT WORK PROGRAMME 2020-21

The Internal Audit work programme for 2020-21 has been prepared in accordance with the requirements of the Public Sector Internal Audit Standards.

The following Internal Audit work programme has been developed in consultation with the Lead Chief Executive, Lead Director, Section 151 Officer, Monitoring Officer and Interim Chief Officers:

- **Follow Up of Previous Internal Audit Recommendations and Annual Governance Statement Action Plan**
- **Governance**
  - Withdrawal of Local Authorities from the ERW Consortium
  - Arrangements for the cessation of ERW in its existing form and preparations for future education through regional working
- **Financial Management**
  - Budgetary Management and Control
  - Compliance with Contract Procedure Rules
- **ERW Business Plan**
  - Delivery of the Business Plan
  - Impact of Covid-19, including support to schools
- **Risk Register**
  - Management, Update and Review of Risk Register
- **Grant Schedules & Returns from Authorities**
  - Local Authority compliance with grant schedules & terms and conditions
  - Submission of financial and non-financial data to the Consortia/Welsh Government

#### RECOMMENDATION:

The Joint Committee considers and approves the Internal Audit work programme 2020-21.

#### Background Documents:

N/A

Mae'r dudalen hon yn wag yn fwriadol