

CYD-BWYLLGOR ERW 21 MEDI 2017



CAPASITI YMGYNGHORWYR HER

Y Pwrpas: Yn dilyn cais gan y Grwp Cynghorwyr Craffu ar y Cyd, cafwyd cais gan y Cyd-Bwyllgor am fwy o fanylion am gapasiti Ymgynghorwyr Her yr rhanbarth

YR ARGYMHELLION / PENDERFYNIADAU ALLWEDDOL SYDD EU HANGEN:

Derbyn canyffiadau'r adroddiad a chefnogi camau i galluogi'r rhanbarth i ddatblygu ac esblygu ymhellach, ac i adeiladu ar gryfderau.

Rydym yn ymgeisio am ganiatad i gyflwyno'r gwelliannau sydd angen arnom. Mae angen cryfhau sefyllfa'r rhanbarth ac mae angen dangos cynnydd yn erbyn pob argymhelliad, ond yn benodol:

- Cyfarwyddo'r Prif Weithredwr Arweiniol, Swyddog Adran 151, y Rheolwr Gyfarwyddwr a'r Tim Rhaglen i baratoi cynllun prosiect sydd yn cyfuno'r gwaith o esblygu'r rhanbarth gyda'r grantiau oll erbyn Ebrill 2018 ac adnoddau eraill, fel staff, erbyn Medi 2018. Dylid cynnwys y canlynol yng gnhynllun y Tim Rhaglen:
- Sefydlu cynlluniau clir i sicrhau a chynnal cyfathrebu ac ymgysylltu effeithiol gyda Chyfarwyddwyr a phenaethiaid drwy'r sefydliad, a sicrhau cysondeb pan yn gweithredu ar y Cynllun Busnes
- I egluro, cytuno, a nodi roliau ac atebolrwydd yr Awdurdodau Lleol a'r rhanbarth parthed unrhyw gwasanaethau Gwella Ysgolion.
- I ddatblygu a chostio model darparu sefydliadol i gyraedd blaenoriaethau, sy'n cael ei gefnogi gan gynllun costio gweithredu.
- I sicrhau mewn modd priodol Uwch Dim Rheoli Canolog ERW ac i ddatblygu capasiti strategaethol a gweithredol.

Y RHESYMAU:

I sicrhau gall y rhanbarth ddatblygu ac esblygu ymhellach, ac adeiladu ar gryfderau.

| | | |
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| Awdur yr Adroddiad: Betsan O'Connor | Swydd: Rheolwr Gyfarwyddwr | Rhif Ffon 01267 24 5640 E: bost betsan.oconnor@erw.org.uk |
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EXECUTIVE SUMMARY

ERW JOINT COMMITTEE

21 SEPTEMBER 2017

BRIEF SUMMARY OF PURPOSE OF REPORT

The report is broken down into the following sections:

1. Staffing Numbers
2. Consistency and Compliance
3. Accountability and Line Management
4. Meeting National Standards
5. Subject Specialists

The recommendations are as follows:

- Instruct the Lead Chief Executive, Section 151 officer and Managing Director and Programme Team to prepare a project plan bringing together the work of evolving the region with all grants by April 2018 and other resources, including staff from September 2018. The Programme Team scope and plan should include the following:
 - To put in place clear plans to secure and maintain effective communication with and engagement of Directors, headteachers throughout the organization and secure consistent implementation of the Business Plan.
 - To clarify, agree and document the respective roles and accountabilities of the LAs and region in relation to all School Improvement functions and services.
 - To develop and cost an organisational delivery model to meet identified priorities, supported by a comprehensive and costed implementation plan.
 - To secure appropriately the current ERW Central Senior Leadership Team and develop strategic and operating capacity.

DETAILED REPORT ATTACHED?

YES



IMPLICATIONS

| Legal YES | Finance YES | Risk Management Issues YES | Staffing Implications YES |
|---|----------------|-------------------------------|------------------------------|
| 1. Legal The subject of Challenge Adviser employment is raised in ERW Legal Agreement. Recommendations in this report for changes may facilitate eventual amendments to this Legal Agreement. | | | |
| 2. Finance Any recommendation from the report linked to changing the employment and deployment | | | |
| 3. Risk Management Any issue surrounding lack of capacity, compliance or consistency in the region's Challenge Adviser presents a risk to ERW's core business of school improvement. | | | |
| 4. Staffing Implications The discussion of Challenge Adviser capacity and their employment by individual Local Authorities is intrinsically linked to staffing. | | | |

CONSULTATIONS

Details of any consultations undertaken are to be included here

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 |
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