



# PARTNERIAETH

As Statutory Directors for Education our aim is to further develop the way that partner local authorities and our shared provision (PARTNERIAETH) work as one service to support our school leaders, governors, teachers and support staff and, through this process, helping to create excellent learning, in excellent classrooms in excellent schools.

The new Joint Committee will ensure that there is a shared commitment and moral purpose for the system as a whole to deliver the improvements in education and life chances that all children in our region deserve.

Whilst Local authorities will retain the statutory responsibility for schools and school improvement, the PARTNERIAETH will work with the local authority education services to lead, orchestrate and co-ordinate the improvement in the performance of schools and education of our children and young people.

The prime mission and purpose of our PARTNERIAETH is to help those who educate our children and young people. So, our job is to deliver functions that support schools and local authorities in their efforts to improve learner outcomes for all young people; ensure the delivery of high quality teaching and learning; and support and empower school leaders to better lead their schools.

Some of the reasoning by Directors prior to developing the approach/structure-

- We need to address Welsh Government priorities/spending streams- that's why functions were included as they were.
- We need to meet local priorities i.e. Carmarthenshire/Pembrokeshire and Swansea Education Department Business Plans- PARTNERIAETH is considered an extension of the local School Improvement Teams.
- We need an agile team with a skill-set to meet current, emerging and future demands- this is how education teams work in Local Authorities.
- We will ensure value for money and no duplication with local authority work.

The PARTNERIAETH in line with the aspirations of the partner Local Authorities has the following core aims and objectives:-

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

## **The PARTNERIAETH: Values and Principles, Organisation and Services**

### **1. Values and Principles**

Effective partnership and collaboration only become truly effective when they are underpinned and enclosed by shared values and principles. Shared values and principles allow trust and mutual understanding to develop within a safe environment.

**Inclusivity-** the PARTNERIAETH needs to ensure that all LA partners are involved and included in the decision making, accountability and performance management process of regional working.

**Accountability-** Robust quality assurance and accountability processes must be established. This should include a value for money element. Accountability is the responsibility of all partners and processes should ensure that every Director is equally involved – this leads to collective responsibility and should secure high quality provision.

**Open and honest, Transparency, agility, subsidiarity**

**Mutual trust-** not unravelled by individuals or groups of individuals.

### **Equity and Fairness**

- Equity and excellence go hand in hand- location, deprivation or childhood experiences will not prevent learners from reaching their maximum potential
- Learners in the Region will be resilient, imaginative, compassionate and ambitious- they will aim high and achieve their goals
- The PARTNERIAETH will take pride in the job that it does and is ambitious for all of the schools and pupils in the region
- The PARTNERIAETH is committed to ensuring effective learning and that all pupils reach their potential

### **Support**

- The PARTNERIAETH celebrates and shares success
- The PARTNERIAETH leads by example and inspires confidence in others
- The PARTNERIAETH leads by example and drives continuous improvement, by asking how this could be done better
- The PARTNERIAETH focuses on longer-term outcomes rather than short-term goals
- Barriers and challenges are resolved promptly, and success is celebrated

### **Innovation**

- The PARTNERIAETH inspires others and continuously seeks innovative solutions.
- The PARTNERIAETH effectively plans and anticipates change.
- The PARTNERIAETH acts on opportunities.
- The PARTNERIAETH recognises problems and implements solutions

### **Collaboration**

- Within the PARTNERIAETH, transparency, trust and honesty are a professional obligation
- The PARTNERIAETH listens, reflects and prepares well and questions.
- The PARTNERIAETH engages and supports each other by working together and developing a shared focus.
- The PARTNERIAETH builds effective relationships with all stakeholders and partners.
- The PARTNERIAETH recognises people's contributions and achievements
- The PARTNERIAETH focuses on sustainable progress and growth

### **Integrity**

- All involved work together with each partner feeling valued, motivated, responsible and having the opportunity to contribute to the collective outcomes of the process;
- The PARTNERIAETH is trustworthy and reliable

- The PARTNERIAETH is able to adapt to changing priorities and seeks to create a positive and healthy working environment.
- The PARTNERIAETH stands by difficult decisions and openly acknowledges errors.
- The PARTNERIAETH challenges and confronts poor performance

## 2. Key Principles- we aspire to...

- A service led by the needs of schools and Local Authority priorities
- Deliver a genuine partnership to build capacity.
- Share learning across the region to better support schools using consistent school improvement methodologies.
- Deliver on a small number of priorities (the priorities will be agreed and reviewed annually by effective co-construction, collaboration and partnership working)
- Maximise devolved funding to schools ensuring transparency on funding issues.
- Needs of all learners and schools in the collaboration are known and understood by partners and is at the centre of the work of the partnership.
- Exceptional quality, innovation and rigour in the delivery of agreed services
- Aim to be a fully bilingual service.
- Local employment and deployment of a school improvement team.
- Provide a secure central service which can encourage excellent people to commit to it.
- Be an acknowledged hub of excellence, led by securely employed, high level specialists, who are able to provide leadership and support for local or other sub-regional groupings.
- Be a partnership enabling the best use of intelligence about schools and the resources available to support improvement.
- 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.
- 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

## 3. Organisation

### Staffing Structure

The PARTNERIAETH will assign a dedicated strategic lead/senior adviser to link with each lead school improvement officer in each of the Councils to aid communication and integration.

The PARTNERIAETH will ensure that there is sufficient expertise in the Central Team to manage the following matters effectively:

- performance of schools within the Region
- strategic planning and coordination of the professional learning service and performance management of its effectiveness in delivering the Objects
- strategic leadership of key themes of work such as leadership development, curriculum support, support for Welsh and any other function determined by the Joint Committee.
- business planning including management of financial resources, risk management, human resource management of PARTNERIAETH staff and the procuring of services

#### 4. Services Provided by the PARTNERIAETH to the Councils

##### 1. Functions of the PARTNERIAETH will include-

- *Leadership programmes on all levels throughout the workforce e.g. National Professional Qualification for Headship, Higher Level Teaching Assistants, Newly Qualified Teachers/induction*
- *Support for Schools Causing Concern/schools at risk of causing concern if required / Improving quality in our Schools*
- *Implement and support Welsh Government Strategies*
- *Develop regionally formulated and agreed strategies*
- *Cymraeg including Cymraeg 2050*
- *Enable schools to become effective learning organisations*
- *Support for Digital learning*
- *Professional learning for blended learning.*
- *Equity and Wellbeing*
- *Research and links with Higher Education Institutions*
- *Provide good quality advice and guidance for the world of work*
- *Secondary Support*
- *Qualifications*
- *Pedagogy*
- *Collaborative Learning*
- *Additional Literacy and Numeracy*
- *Regional support for Modern foreign languages (Global Futures/Primary)*
- *World of work*
- *Links with LA officers*
- *Facilitate School to School support*
- *Higher Education Institutions and Research*
- *Education Workforce Council links*
- *Brokerage of support*

##### 2. **Supporting the development of school leadership at all levels** including affording opportunities for emerging and senior leaders to develop their experience and expertise through assignment and secondment to other schools, and commissioning and co-ordinating the provision of professional learning and development programmes

##### 3. **Ensuring the effective delivery in all schools and pupil referral units of national frameworks to support Welsh Government policy and strategy frameworks** and co-ordinating and quality assuring the provision of professional learning and development to achieve this

##### 4. **Aligning Welsh Government and local strategies across the partnership to raise standards** and ensuring the provision of high quality professional development offering relevant professional learning for practitioners

##### 5. **Working with the Authorities to ensure that their plans develop ensuring the alignment of the Welsh in Education Strategic Plans (WESP) across each Council** to achieve consistency in the development of excellence in education in both the Welsh-medium and bilingual sectors and also in the delivery of Welsh as a second language

##### 6. **Providing and enabling strategic vision, focused leadership at a regional level and guidance, advice and focus to work supporting all aspects of school improvement.**