

A virtual meeting of the CENTRAL SOUTH CONSORTIUM JOINT EDUCATION SERVICE will be held on:

Tuesday, 7th June 2022 at 2pm

Please be aware that a 50% membership attendance is required for the meeting to be quorate. Please advise either the Minute Secretary, Yula Kampourpoulou (07747485569), or the incumbent Chairperson of any apologies in advance of the meeting.

AGENDA

1. DECLARATION OF INTEREST

To receive disclosures of personal interests from Members in accordance with the Code of Conduct:

1. Members are requested to identify the item number and subject that their interest relates to and signify the nature of personal interest, and;
2. Where Members withdraw from a meeting as a consequence of the disclosure of prejudicial interest.... they **must** notify the Chairman when they leave.

2. MINUTES

To approve as an accurate record, the minutes of the meeting of the Central South Consortium Joint Education Service Joint Committee held 17th March 2022.

(Pages 3 - 12)

3. TO ELECT A CHAIR

To elect a chair of the Central South Consortium Joint Education Service Joint Committee for the Municipal Year.

4. APPOINTMENT OF VICE CHAIR

To appoint a Vice Chair for the Central South Consortium Joint Education Service Joint Committee for the Municipal Year.

5. CALENDAR OF MEETINGS FOR 2022-2023 MUNICIPAL YEAR

To consider the proposed calendar of meetings for 2022-2023.

(Pages 13 - 14)

6. AUDIT PLAN 2021/2022

To receive a report from Wales Audit outlining the Audit schedule for 2021/2022.

(Pages 15 - 24)

7. 2021-2022 YEAR END POSITION / ANNUAL GOVERNANCE STATEMENT

To consider the report of the Treasurer.

(Pages 25 - 108)

8. CSC GRANT AWARD REPORT 2022-2023 (RCSIG)

To consider a report from the Deputy Managing Director.

(Pages 109 - 178)

9. CSC GRANT AWARD REPORT 2022-2023 (SIARTER LAITH)

To consider a report from the Deputy Managing Director.

(Pages 179 - 210)

10. CSC BUSINESS PLAN, 2022-2025

To receive the Business Plan, 2022-2025 from the Deputy Managing Director for ratification.

(Pages 211 - 254)

11. CSC WORKSHOP (MEMBERS) REPORT

To receive a report from the Managing Director.

(Pages 255 - 256)

12. EXCLUSION TO THE PRESS AND PUBLIC

To consider passing the under-mentioned resolution:
"That press and public be excluded from the meeting under Section 100A of the Local Government Act 1972 (as amended) for the following items of business on the grounds that it involves disclosure of exempt information as defined in Paragraph 14 of Part 4 of Schedule 12A of the Act.

13. 2021-2022 FREEDOM OF INFORMATION REQUEST SUMMARY REPORT

To consider a report from the Deputy Managing Director.

(Pages 257 - 262)

14. URGENT BUSINESS

To consider any items, which the Chairman, by reason of special circumstances, is of the opinion should be considered at the meeting as a matter of urgency

To: Members of the Central South Consortium Joint Education Service Joint Committee



CENTRAL SOUTH CONSORTIUM JOINT EDUCATION SERVICE.

Minutes of the virtual Central South Consortium Joint Education Service Committee meeting held on Thursday, 17 March 2022 at 11.30 am.

County Borough Councillors - Central South Consortium Joint Education Service. Members in attendance: -

Councillor J Rosser (Rhondda Cynon Taf County Borough Council)
Councillor C Smith (Bridgend County Borough Council)
Councillor L Burnett (Vale of Glamorgan)

Council Officers in attendance: -

Ms S Davies – Service Director, Finance Services (Rhondda Cynon Taf CBC)
Mr L. Harvey Lead Director of Education (Bridgend Council)

Others in attendance: -

Ms L Blatchford, Deputy Managing Director Central South Consortium
Mr A Williams, Assistant Director Central South Consortium
Ms C Seery, Managing Director Central South Consortium
Ms S Prosser, Primary School Improvement Partner

43 WELCOME & APOLOGIES

The Chair took the opportunity to welcome Members to the Central South Consortium Joint Education Service Committee.

Apologies of absence were received from Councillors L Mytton (Merthyr Tydfil County Borough Council), S Merry (Cardiff Council) and Mr E Cooper (Lead Chief Executive (Merthyr Tydfil County Borough Council).

44 DECLARATION OF INTEREST

In accordance with the Councils code of conduct, there were no declarations of interest made parenting to the agenda.

45 MATTERS ARISING

The rescheduled meeting on the 22nd December included a 2022/23 budget setting recommendation for Members to “Consider and approve the budget for 2022/23 in order for the Member Local Authorities to approve as appropriate and confirm approval back to Joint Committee”. Since then, each Local Authority Section 151 Officer has confirmed approval of the budget and contributions for 2022/23.

46 MINUTES

It was **RESOLVED** to approve the minutes of the 22nd December 2021 as an accurate reflection of the Central South Consortium Joint Education Service Committee meeting.

47 PEER PARTNERSHIPS

The Primary School Improvement Partner presented a presentation to Members which provided a brief overview of the Peer Partnership and collaboration within the region.

The Primary School Improvement Partner acknowledged the extremely challenging time experienced by schools during the lockdown periods and advised Members of the significance of support and guidance to schools through Peer Partnership. Members were advised of the importance of Peer Partnership as it aligns with the regions vision to empower schools to improve outcomes for all learners. Its shifting school improvements from a model that is dependant on central support to one that is led by schools, for schools.

The Primary School Improvement Partner advised Members of the challenges faced during the launch of the Peer Partnership programme; the team were sensitive to school's positions due to the numerous pressures from the Pandemic. As a result, softer launches were undertaken to certain school's which were ready to work within the programme; these include, cluster sharing new curriculums in Aberdare by a group of 16 schools who have committed to a shared inset day in May. Advisors will be attending the meeting to facilitate and support areas of learning needs. It was confirmed that 3 cross Local Authority schools (Vale of Glamorgan, RCT, & Cardiff) began Peer Partnership in January. Members were advised of the School Leadership Improvement Partnership (SLIP) which is a well-established network of 12 schools from a wide range of socio-economic and culturally diverse communities within Cardiff. The SLIP have been invited to present to a Peer Partnership group in order to highlight how the group works, and the benefits of Peer Partnership. The Primary School Improvement Partner confirmed 3 schools in Bridgend who will be looking to start Peer Partnership during the Spring.

The Primary School Improvement Partner advised Members of a produced guidance document in May 2021; The document provided a brief overview of what Peer Partnership is and what it's not; This has been used to create a protocol with larger networks and underpinned a collaboration at every level to ensure schools are protected.

To conclude the Primary School Improvement Partner noted to Members the objectives of the team; these included ensuring sensitivity is maintained towards schools due to the numerous changes and challenges faced towards operations and curriculums. Develop a culture of sharing workload, resources, and professional learning to aid in growth of the school. Refer to Welsh Governments (WG) National Resources for evaluation and improvement to support self-evaluation conversations, and lastly to empower schools to improve outcomes for all learners.

The Chair commended Peer Partnership as an excellent tool forward to empower schools as it can be utilised to improve teaching, learning and leadership. A query was raised surrounding the Curriculum for Wales and the support in place for schools which were less prepared.

The Primary School Improvement Partner advised Members of a useful curriculum designed website which has been implemented as a thinking tool that draws together the variety of professional learning, aligned with the curriculum roll out documentation which can be accessed quickly by schools. Curriculum advisors have been working with individual schools to help with reflection and setting targets.

The Assistant Director Central South Consortium (CSC) praised the School Improvement Partner for the excellent work being undertaken towards support and improvement for schools. He continued by commending Headteachers for developing the model as a mature and evolutionary approach which will target schools at all levels. As part of CSC, the model sits at the heart of the organisations approach in supporting schools' evolution and processes.

The Lead Director of Education echoed the praises towards the Primary School Improvement Partner and thanked her for the extensive experience she has provided within the team.

Following discussions, the Central South Consortium Joint Education Committee **RESOLVED:**

- To note presentation

48 2021/22 BUDGET MONITORING AND MEDIUM-TERM FINANCIAL PLAN UPDATE

The Service Director, Finance Services presented a report to Members; the purpose of the report was to provide the Joint Committee with the projected outturn position for 2021/22, a summary of the 2021/22 grant funding, and to provide an overview of the work underway to refresh the Medium-Term Financial Plan.

Members were directed to table 1 of the report which highlighted a small underspend of £2,325 for the year; it was confirmed that the position had been stable throughout this financial year with a small underspend of £1,331 reported in December 2021 and £766 in September 2021; thus, demonstrating a stability of outturns over the budgetary control within the Consortium.

To provide further detail, the Service Director, Finance Services highlighted key variances for the projected outturn position for 2021/22 as highlighted in table 1 of the report. As shown on the table, employees have had a £23,446 underspend projected to year-end, as a result of vacancies. There has been a small underspend on premises of £1,550 due to configuration work being undertaken at the Valleys innovation Centre. Transportation services have also had an underspend due to the ongoing impacts of Covid-19; however, Supplies and Services had a net overspend of £14,601 in total. The Service Director, Finance Services, advised Members that there are underspends on CPD which are offset by overspends mainly due to ICT hardware purchases of new starters equipment to facilitate hybrid meetings and office equipment purchases in line with the reconfiguration of the office space.

Members were directed to paragraph 3.3 and 3.4 of the report which referred to the earmarked reserves of the Consortium; the Service Director, Finances Services confirmed to Members the spend of £6k earmark towards the approved sensory project by Joint Committee. Members were informed of the £200k earmarked reserve which has been retained to support the remodelling of the

service over the Medium Term. It was confirmed that there are no costs to date, and it's anticipated that Joint Committee will be requested to consider carrying this forward into 2022/23 as part of the year-end report.

Members were directed to section 4 of the report which detailed a summary of the grant funded service for 2021/22 which demonstrated the significant resources for both RCSIG and PDG available to the region.

The Service Director, Finance Services reminded Members of the Joint Committee meeting held on the 15th July 2021 were Members agreed on a 3-year indicative budget based on Local Authority contributions increasing by 1.72% in 2022/23, 1.73% in 2023/24 and 2024/25 respectively to manage pay inflation pressure and non-pay inflation pressures and the delivery of budget savings being managed by the Consortium.

The Service Director Finance Services advised Members of the Joint Committee to consider the following key parameters as highlighted in paragraph 5.5 of the report:

- (a) the need to protect frontline school improvement resources and target available funding to key priorities.
- (b) the continued delivery of efficiency savings (recognising that the ongoing delivery of savings at levels achieved in previous years will be extremely challenging).
- (c) the consortium to fully fund estimated non-pay (i.e. goods and services) inflation.
- (d) £200k earmarked reserve to support on-going service remodelling and medium-term planning retained for the purpose of smoothing the financial impact of future local government settlements on local authority contributions and maintain financial resilience.

Subject to the Joint Committees feedback, the Managing Director and lead Section 151 Officer will coordinate the process in consultation with the Chief Executives of Member Local Authorities and report an updated Medium-Term Financial Plan to the September 2022 Joint Committee.

The Central South Consortium Joint Education Service **RESOLVED:**

- To note the current projected outturn position for 2021/22
- To note the current grant funding position for 2021/22
- To agree the broad parameters for the Consortium to work within to refresh the Medium-Term Financial Plan and for an updated position to be reported to the September 2022 Joint Committee.

49 GRANTS AWARDS OF FUNDING 2021-2022

The Deputy Managing Director presented a report to Members which provided an update on the grants received by the Consortium in 2021/22.

A brief overview was provided based on the 2 awards of funding which were provided by the Welsh Government, these included the Pupil Development Grant (PDG) and a variation to the Regional Consortia School Improvement Grant (RCSIG).

A total £37,581,970 has been provided towards the PDG for the financial year 2021/22; the funding has been allocated to support all eligible learners for free school meals, those who are singly registered in pupil referral units (PRUs), Looked After Children (LAC) and to aid in salary costs for PDG Strategic Advisors.

Members were advised of the PDG Consortia Led Funding as highlighted in section 5.2.2, which was approved on the 2nd July 2021 by CSC Management Board. The funding has since been distributed to Local Authorities (LA) in order to provide targeted support to local needs of children and young people.

In relation to the RCSIG, a total of £4,459,243 of grant funding was awarded for the financial year 2021/22. Members were directed to section 5.3.2 of the report which provided a breakdown of the delegated areas the additional funding will support.

The Central South Consortium Joint Education Committee **RESOLVED:**

- To approve the distribution grants as detailed in section 4 of the report.

50 REPORT OF THE EFFECTIVENESS AND EFFICIENCY OF CSC 2020-21

The Deputy Managing Director presented a report to the Joint Committee which provided an overview on the efficiency and effectiveness of work which has been undertaken by Central South Consortium 2020/21.

Members were advised that the work undertaken by CSC has been guided by the Research and Evaluation Board, this has aided in providing Members with an evaluation of how effective CSC has been in numerous areas of operations, it also provided an overview of performance, funding, and a detailed in-depth look at stands of activity. The strands of activity included support for Governors, digital learning, early career pathways, and leadership support and development. The report provides background information on how these areas were identified and the process of business planning and self-evaluation.

Members were directed to table 1 of the report which provided an overview of the funding available to the Consortium and how it's used across the 5 Local Authorities. The funding provided is focused on the improvement of schools across the region. Members were directed to table 3 of the report which provided an overview on how the grant expenditure is allocated across the 5 Local Authorities grant funding streams.

The Deputy Managing Director informed Members that the grant funding streams play an integral part within CSC's delivery strategy of the Central South Wales Challenge (CSWC).

The Deputy Managing Director took Members through the main body of the report which discussed the strand activity and the work which has been undertaken by the team. As part of support to Governors, regional leaders of governance have utilised the self-evaluation tool kit in order to identify any areas for improvement. Positive support has been received from Lead Governor groups and Governors Steering Groups during the Pandemic as the transition to digital learning began. The Deputy Managing Director informed Members of CSC focus towards digital learning within schools and CSC.

In relation to early career pathways work, teams in CSC have been working on a national basis to ensure support is provided online and that there are numerous channels to access the information. The Deputy Managing Director informed Members of a big drive towards improving communication with NQT's and that there has been 250 NQTS who are working on the aspiring programme along with 100 working on them during twilights and Saturday mornings. In relation to leadership support and development to aspiring leaders, middle leaders and those entering MPQH programmes have still continued during the pandemic.

To conclude the Deputy Managing Director advised Members of the 1% reduction in the core funding; however, a slight increase of 843 pupils has meant that the per spend per pupil has gone down. The Deputy Managing Director advised Members that despite the reduction, the evidence within the report portrays CSC provision of professional learning and outcomes requested by the Joint Committee.

The Chair was pleased with the report and the good feedback received from governors.

The Central South Consortium Joint Education Committee **RESOLVED:**

- To note content of the report

51 INTERNAL AUDIT REPORTS

The Deputy Managing Director presented the reports to Members which provided an overview of the Internal Audit reports issued by the Regional Internal Audit Service to the Central South Consortium during 2021/22.

In relation to the Regional Consortia School Improvement Grant (RCSIG) and Pupil Development Grant (PDG), based on the Internal Audits undertaken no recommendations were made and there were substantial assurances in the system of governance and risk management.

The Deputy Managing Director continued by providing a brief overview of the general ledger report. Similarly, audits undertaken provided substantial assurances in the sound system of governance.

The Central South Consortium Joint Education Committee **RESOLVED:**

- To review the Internal Audit report issued during 2021/22 and to raise no matters of governance requiring further actions.

52 LEGAL AGREEMENT (VERBAL UPDATE)

The Managing Director provided Members with an update on the legal agreement; it was confirmed that CSC have begun examining the various sections of the legal agreement and have begun work with the legal team in order to review the elements of the legal agreement. The Deputy Managing Director advised Members that the first draft is currently in train and will be shared with Directors within the Management Board level and then brought to Joint Committee. Members were advised that the report will be completed within the summer period.

The Chair inquired on the potential date the report will be completed during the summer period.

The Deputy Managing Director advised that the draft will be developed over the upcoming two meetings, then handed to the 5 Local Authorities legal teams and completion of the draft should be presented to Joint Committee during the summer term subject to the legal teams.

The Central South Consortium Joint Education Service **RESOLVED:**

- To note verbal update

53 CENTRAL SOUTH BUSINESS PLAN PROGRESS UPDATE

The Deputy Managing Director presented the report to Members; the termly report highlighted to Joint Committee the progress of the business plan 2021/22. As part of the business plan process, termly impact meetings are undertaken with staff and Directors in order to review CSC efficient evaluation of the business plan and related budgets. The evaluative narrative produced at the termly meetings complimented the self-evaluation and reviewing process.

The progress to date as highlighted within the report is dated to the end of December 2021. The Deputy Managing Director advised Members that the over the coming weeks the results of the impact meetings will be undertaken, and outcomes will be shared with Joint Committee in the Annual report during the Summer Term.

Members were directed to table 1 of the report which highlighted the summary of progress judgement by individual aspect areas. Table 2 of the report highlighted the cumulative progress judgement; strong progress of 28% was made with only 2% limited progress which was a result of the Pandemic; However, the Deputy Managing Director advised Members that the issues are in the progress of being resolved.

As part of the Risk Management Policy, any risks identified within the risk operational level are included within the report; the risks identified within the report are integrated as part of the business planning process as highlighted in table 3. Members were directed to section 5 of the report which provided an overview of the success measures as part of the business planning process. The Deputy Managing Director went through the 5 priority success measures, highlighting the main points.

The Chair was pleased with the report however raised a query surrounding the projected outcomes expected during the summer exam period across the region.

The Managing Director advised Members that schools have not been requested to submit targets and the data has not been collated. However, concerns have been present in relation to summer exams as some students have had bigger interruptions to their learning compared to others. The Managing Director advised Members of collaborations with Qualifications Wales discussing how they are going to ensure a degree of parity across all students.

The Managing Director CSC advised Members of the challenges which will be faced by students as some may be discouraged by the process. However, to reassure Members the Managing Director advised that extensive support is being provided and conversations are occurring within schools by School Improvement Partners in order to identify students requiring extra support.

To add, the Assistant Director reassured Members that individual support is provided to disadvantaged groups of students.

Following discussion, the Central South Consortium Joint Education Service **RESOLVED:**

- To note Business Plan progress update

54 CENTRAL SOUTH SELF-EVALUATION REPORT

The Managing Director presented the report to Members which provided Members with an overview of the context of the Central South Consortium as well as a summary of the findings from the self-evaluation activity undertaken within CSC. The report presented an evaluation of the progress as well as identified strengths and areas for further development.

Members were advised of the report's linkage to a previous Estyn inspection undertaken in February 2016 and was then followed up in September 2017. During the monitoring visit there was found to be strong progress in addressing the three out of four recommendations, with satisfactory progress being made against the recommendation 'Evaluate progress against regional consortium's operational plans more effectively'; based on the report, the Managing Director advised Members that this area has seen improvements and will continue to be a focus for CSC.

The Managing Director advised Members that the self-evaluation report was split into 3 areas which focused on the support for School Improvement, Professional Learning, and Leadership and Safeguarding of an organisation. The report has been generated based on Local Government service guidance and regional consortium inspection documentation as the CSC do not have a national framework to refer to as a result, they are some gaps.

The self-evaluation report will be utilised to analyse what CSC have done and identify the next key steps; workshops have been arranged with Directors and Chief Executives on the 1st April 2022 to analyse this further. Members were directed to section 5 of the report which highlighted the 3 areas in which CSC needs to progress, based on evaluation. The self-evaluation activity will continue across the organisation to ensure any areas of development identified because of evaluation activity, is incorporated into the planning cycles.

The Managing Director advised Members that the focus areas for 2022/23 will be shared with the drive teams for inclusion within the operational plans, with

associated activities to meet the priorities developed. The operational plans will identify the success criteria and milestones for each area of focus to ensure CSC can report on progress with agreed priorities. In addition, the priorities for Local Authorities as well as national priorities will be incorporated into the operational planning for CSC once success measures have been agreed.

Members were directed to section 8 of the report which highlighted the questions which have been addressed by CSC throughout the self-evaluation process. The following areas within the report focus on CSC evaluation and improvements.

The Managing Director CSC advised Members that during 2022/23 this will be a great opportunity to ensure CSC can streamline reporting of the self-evaluation process due to the significant amount of reporting undertaken.

The Chair was pleased with the report and Members **RESOLVED** to agree the areas focused within the report are the right ones.

55 CENTRAL SOUTH CONSORTIUM DRAFT BUSINESS PLAN 2022/25

The Managing Director CSC presented the report to Members which provided an overview of CSC draft business plan for 2022/25. The three-year plan has been developed in conjunction with Local Authorities (LA) to ensure that appropriate LA priorities are embedded into the CSC work; the plan will be updated on an annual basis in line with LAs to provide direction moving forward.

Members were advised that the business plan has been formally agreed by the Directors of Education from each Local Authority, Joint Committee and Lead Chief Executives; it's been designed to meet the priorities of Local authorities and Welsh Government, against a backdrop of new curriculums, new accountability frameworks, new approaches to supporting children with additional learning needs and the implementations of schools as learning organisations.

CSC have ensured to undertake extensive evaluations of work and the outcomes of these evaluations shape the business planning process. The business plan will aid in guiding work of the CSC as they recover from the Covid-19 Pandemic.

The Managing Director informed Members that the report highlights the context for education within Wales and how CSC will address these moving forward. Members were advised of the importance of recognising the regional service that supports the 5 Local Authorities and developing a range of shared strategic priorities as a region. These priorities come from a range of different services such as LA, Welsh Government and Estyn reports which are feeding into the process. The Managing Director informed Members of the 5 priorities which have been redefined based on the future of CSC. The table within the report provided Members with a breakdown of the key themes that will sit underneath the priorities.

The Chair was pleased with the progress currently being undertaken within the business plan and was in support of the business plan working alongside LA priorities. The Chair queried when the final report will be available and the projected timescales for the priorities.

The Managing Director advised that the timescales would sit within the

operational plans, as Welsh Government have provided a 3-year indicative budget, similar to LA's. The Managing Director advised that the report will be updated on an annual basis.

The Lead Director of Education (Bridgend Council) congratulated the CSC team for the work undertaken. He was pleased with the excellent engagement with LA's as they have felt involved within the process. He commended the team for setting up a clear set of challenges which LAs are facing, which has been built within the business plan over the next 3 years. The Lead Director of Education (Bridgend Council) reassured Members of the strong scrutiny from a director's level towards the business plan thus highlighting a positive direction.

The Central South Consortium Joint Education Service Committee
RESOLVED:

- To note Business Plan for 2022/25

56 TO CONSIDER PASSING THE FOLLOWING UNDER-MENTIONED RESOLUTION:

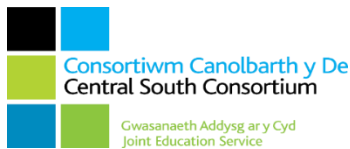
It was **RESOLVED:** "That the press and public be excluded from the meeting under Section 100A(4) of the Local Government Act (as amended) for the following items of business on the grounds that it involves the likely disclosure of the exempt information as defined in paragraph 14 of Part 4 of the Schedule 12A of the Act".

57 CENTRAL SOUTH CONSORTIUM RISK REGISTER

The Committee considered the Central South Consortium Joint Education Service Risk Register. After consideration of the information presented by the Deputy Managing Director, it was **RESOLVED** to acknowledge the content of the report

This meeting closed at 1.10 pm

**CLLR J. ROSSER
CHAIR.**



MUNICIPAL YEAR 2022-2023

Central South Consortium Joint Education Committee Meeting 7th June 2022	
Report of the Managing Director of the Central South Consortium Joint Education Service Joint Committee	Calendar of Meetings for the Municipal Year 2022-2023

1. PURPOSE OF THE REPORT

To consider the proposed calendar of meetings for the 2022-2023 Municipal Year.

2. RECOMMENDATION

That Members of the Central South Consortium Joint Education Service Joint Committee agree the Calendar of Meetings for the 2022-2023 Municipal Year.

3. BACKGROUND

The following suggested dates for meetings of the Municipal Year 2022-2023 for the Central South Consortium Joint Education Service Joint Committee are proposed.

Meetings will be held in a virtual setting for the next Municipal year (unless members decide otherwise) and reviewed going forward.

The Chair has the power to call special meetings if a matter requires urgent consideration.

QUARTERLY CYCLE

AUTUMN

Tuesday, 19th July 2022, 10am-Midday

Tuesday 20th September 2022, 10am-Midday

Tuesday 13th December 2022, 10.30am-12.30pm

SPRING TERM

Tuesday 28th March 2023 10m-Midday

SUMMER TERM

Tuesday 23rd May 2023,10am-Midday

2022 Audit Plan – Central South Consortium Joint Education Service Joint Committee

Audit year: 2021-22

Date issued: April 2022

Document reference: 2941A2022

This document has been prepared as part of work performed in accordance with statutory functions.

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2022 Audit Plan

About this document

- 1 This document sets out the work I plan to undertake during 2022 to discharge my statutory responsibilities as your external auditor and to fulfil my obligations under the Code of Audit Practice.

My duties

- 2 Each year I audit the Joint Committee's financial statements to make sure that public money is being properly accounted for.

Impact of COVID-19

- 3 The COVID-19 pandemic has had an unprecedented impact on the United Kingdom and the work of public sector organisations.
- 4 While Wales is currently at Coronavirus Alert Level 0, Audit Wales will continue to monitor the position and will discuss the implications of any changes in the position with your officers.

Audit of financial statements

- 5 It is my responsibility to issue a certificate and report on the financial statements. This includes:
 - an opinion on the 'truth and fairness' of the Central South Consortium Joint Education Committee's (Joint Committee) financial statements for the financial year ended 31 March 2022; and
 - an assessment as to whether the Joint Committee's Narrative Report and Annual Governance Statement is prepared in line with the CIPFA Code and relevant guidance and is consistent with the financial statements and with my knowledge of the Joint Committee.
- 6 In addition to my responsibilities for auditing the Joint Committee's financial statements, I also have responsibility for responding to questions and objections about the accounts from local electors (additional fees will be charged for this work, if necessary).
- 7 I do not seek to obtain absolute assurance on the truth and fairness of the financial statements and related notes but adopt a concept of materiality. My aim is to identify material misstatements, that is, those that might result in a reader of the accounts being misled. The levels at which I judge such misstatements to be material will be reported to the Joint Committee prior to completion of the audit.
- 8 Any misstatements below a trivial level (set at 5% of materiality) I judge as not requiring consideration by those charged with governance and therefore will not report them.

- 9 I will also report by exception on a number of matters which are set out in more detail in our [Statement of Responsibilities](#), along with further information about my work.

Audit of financial statements risks

- 10 The following table sets out the significant risks I have identified for the audit of the Joint Committee.

Exhibit 1: financial statement audit risks

This table summarises the key financial statement audit risks identified at the planning stage of the audit.

Audit risk	Proposed audit response
Significant risks	
<p>The risk of management override of controls is present in all entities. Due to the unpredictable way in which such override could occur, it is viewed as a significant risk [ISA 240.31-33].</p>	<p>We will:</p> <ul style="list-style-type: none"> • test the appropriateness of journal entries and other adjustments made in preparing the financial statements; • review accounting estimates for biases; and • evaluate the rationale for any significant transactions outside the normal course of business.
<p>We have previously identified weaknesses in the process of identifying and recording related party transactions at the Joint Committee. Whilst these processes have since been improved, there remains a risk of material misstatement.</p>	<p>We will:</p> <ul style="list-style-type: none"> • review registers of interest for both Councillors and Senior Management; • use Companies house and Charity Commission database to confirm all entities have been considered; • review the nature of the relationships; • identify relationships where control exists;

Audit risk	Proposed audit response
	<ul style="list-style-type: none"> • where control exists agree value of transactions and balances exist to Council systems; and • ensure transactions are disclosed in line with the code.

Statutory audit functions

- 11 In addition to the audit of the accounts, I have statutory responsibilities to receive questions and objections to the accounts from local electors. These responsibilities are set out in the Public Audit (Wales) Act 2004:
- Section 30 Inspection of documents and questions at audit; and
 - Section 31 Right to make objections at audit.
- 12 As this work is reactive, I have made no allowance in the fee table below. If I do receive questions or objections, I will discuss potential audit fees at the time.

Fee, audit team and timetable

- 13 My fees and planned timescales for completion of the audit are based on the following assumptions:
- the financial statements are provided in accordance with a timescale to be agreed taking into account the impact of COVID-19, to the quality expected and have been subject to a robust quality assurance review;
 - information provided to support the financial statements is in accordance with the agreed audit deliverables document;
 - all appropriate officials will be available during the audit; and
 - you have all the necessary controls and checks in place to enable the Responsible Financial Officer to provide all the assurances that I require in the Letter of Representation addressed to me.
- 14 If I do receive questions or objections, I will discuss potential audit fees at the time.

Fee

- 15 As set out in our Fee Scheme 2022-23 our fee rates for 2022-23 have increased by 3.7% as a result of the need to continually invest in audit quality and in response to increasing cost pressures.
- 16 The estimated fee for 2022 is set out in **Exhibit 3**. This represents a 3.8% increase compared to your actual 2021 fee.

Exhibit 3: audit fee

This table sets out the proposed audit fee for 2022, by area of audit work, alongside the actual audit fee for last year.

Audit area	Proposed fee (£) ¹	Actual fee last year (£)
Audit of accounts ²	18,235	17,570

- 17 Planning will be ongoing, and changes to my programme of audit work, and therefore my fee, may be required if any key new risks emerge. I shall make no changes without first discussing them with the Joint Committee.
- 18 Further information can be found in my [Fee Scheme 2022-23](#).

Audit team

- 19 The main members of my team, together with their contact details, are summarised in **Exhibit 4**.

Exhibit 4: my audit team

This table lists the members of the local audit team and their contact details.

Name	Role	Contact number	E-mail address
Richard Harries	Engagement Director	02920 320636	richard.harries@audit.wales

¹ Notes: The fees shown in this document are exclusive of VAT, which is not charged to you.

² Payable November 2021 to October 2022.

Name	Role	Contact number	E-mail address
Mike Jones	Audit Manager (Financial Audit)	02920 320649	mike.jones@audit.wales
Katie Roberts	Audit Lead (Financial Audit)	02920 829361	katie.roberts@audit.wales

20 We can confirm that team members are all independent of you and your officers.

Timetable

- 21 The key milestones for the work set out in this plan are shown in **Exhibit 5**.
- 22 The Public Audit (Wales) Act 2004 provides electors with the right to ask questions and to make objections to the Authority's accounts to the Auditor General. The rights to ask questions and make objections at audit are linked to electors' rights to inspect the accounts that are also set out in the 2004 Act.

Exhibit 5: audit timetable

Planned output	Work undertaken	Report finalised
2022 Audit Plan	March and April 2022	April 2022
Audit of Financial statements work: <ul style="list-style-type: none"> • Audit of Financial Statements Report • Opinion on Financial Statements 	June and July 2022	July 2022



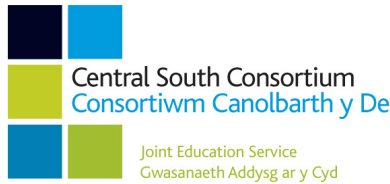
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We welcome correspondence and telephone calls in Welsh and English.
Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg.



CENTRAL SOUTH CONSORTIUM REPORT FOR JOINT COMMITTEE

7TH JUNE 2022

JOINT EDUCATION SERVICE

REPORT OF THE TREASURER – DRAFT STATEMENT OF ACCOUNTS 2021/22 (INCORPORATING THE 2021/22 ANNUAL GOVERNANCE STATEMENT) AND 2021/22 YEAR-END POSITION

**Author: Stephanie Davies – Service Director – Finance Services Tel.
No. 01443 424026**

1. PURPOSE OF REPORT

- 1.1 To provide Members with the Central South Consortium draft Statement of Accounts for 2021/22 (that incorporates the 2021/22 Annual Governance Statement) along with the draft outturn position for the year.
- 1.2 To seek Joint Committee's approval of the 2021/22 Annual Governance Statement for the Central South Consortium.

2. RECOMMENDATIONS

It is recommended that Members:

- 2.1 Approve the earmarked reserve request set out at 3.2.
- 2.2 Note the draft Statement of Accounts for the Central South Consortium for the year-ending 31st March 2022 (Appendix 1) and the draft outturn position for the year (Section 4 – Table 1).
- 2.3 Approve the 2021/22 Annual Governance Statement (as incorporated within the draft 2021/22 Statement of Accounts).

3. EARMARKED RESERVES

3.1 At the Joint Committee meeting held on the 17th March 2022, Members were provided with an update in respect of approved earmarked reserves:

- £6k to support school improvement.
As at 31st March 2022, £6k has been used to support the delivery of a sensory project.
- £200k to support on-going service remodelling and medium-term planning
As at 31st March 2022, no spend is reported. To support service remodelling over the medium term, the Joint Committee is requested to approve the re-earmarking of the balance (£200k).

3.2 The revised total non-grant related earmarked reserve amounts to £200k and has been included within the Central South Consortium's draft Statement of Accounts for 2021/22.

4. STATEMENT OF ACCOUNTS 2021/22

4.1 The draft 2021/22 Statement of Accounts for the Central South Consortium is attached at Appendix 1 and requires certification by the Host Authority's Section 151 Officer (i.e. Rhondda Cynon Taf County Borough Council's Director of Finance and Digital Services).

4.2 The Accounts and Audit (Wales) (Amendment) Regulations 2018 require local authorities to produce and publish Statements of Accounts in line with laid down timescales. For the 2021/22 financial year (and on an on-going basis thereafter), these are as follows:

- The draft Statement of Accounts to be certified by 31st May following financial year-end; and
- The audited Statement of Accounts to be approved by Joint Committee by 31st July following financial year-end.

4.3 I can confirm that arrangements are in place for the draft 2021/22 Statement of Accounts to be certified, subject to the Joint Committee approving the 2021/22 Annual Governance Statement at this meeting. Arrangements are also being made, through the proposed calendar of Joint Committee meetings for the 2022/23 Municipal Year, for the audited 2021/22 Statement of Accounts to be approved prior to 31st July 2022.

4.4 Further to local government elections and the subsequent timing of the appointment of elected Members to Joint Committees, it was not possible to arrange a Joint Committee enabling certification by 31st May as detailed in Accounts and Audit Regulations. However, in recognition of challenging timescales, Welsh Government have outlined their expectation for 2021/22

Statement of Accounts requiring certification by 31st August and publication of final audited accounts by 30th November.

- 4.5 The draft Statement of Accounts, at Appendix 1, also incorporates the draft 2021/22 Annual Governance Statement. This document has been compiled in accordance with 'Delivering Good Governance in Local Government: Framework 2016' and been subject to review and challenge by the Consortium's Senior Management Team.
- 4.6 Based on the assessment undertaken, the delivery of the CSC's governance arrangements have been revised, in light of the Covid-19 pandemic, and have remained effective as evidenced through the comprehensive and timely updates provided to virtual Joint Committee meetings during the year; on-going compliance with the requirements of the Legal Agreement; robust financial planning and management arrangements; and tailored provision to schools, in line with Welsh Government guidance, to ensure schools have been supported throughout the pandemic and with their plans for recovery.
- 4.6 With the above information in mind, the Joint Committee is requested to review and if deemed appropriate approve the draft 2021/22 Annual Governance Statement.
- 4.7 In addition to the draft Statement of Accounts, the draft 2021/22 outturn position for the Consortium is a £27k underspend that is proposed to be allocated to the General Fund balance (taking the General Fund balance from £147k as at 1st April 2021 to £174k as at 31st March 2022). A summary of the draft 2021/22 outturn position is set out in Table 1.

Table 1 – Draft 2021/22 outturn position

	2021/22 £'000
Controllable Expenditure	
Employees	6,558
Premises	155
Transport	13
Supplies & Services	88,465
Third Party Payments	2,479
Support Services	126
	97,796
Controllable Income	
Local Authority Contributions	(3,564)
Grants & Other Income	(94,255)
	(97,819)
Net Expenditure	(23)

Less Interest Receivable	(4)
Transfer to Earmarked Reserves	0
Net (Surplus) / Deficit After Transfer of Earmark Reserves	(27)
General Fund Balances at 1st April 2021	(147)
General Fund Balances at 31st March 2022	(174)

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CENTRAL SOUTH CONSORTIUM JOINT COMMITTEE

7th June 2022

Report of the Joint Committee

Author: Stephanie Davies – Service Director – Finance Services

Item 9 - REPORT OF THE TREASURER – DRAFT STATEMENT OF ACCOUNTS 2021/22 (INCORPORATING THE 2021/22 ANNUAL GOVERNANCE STATEMENT) AND 2021/22 YEAR-END POSITION

List of background papers

Appendix 1 – Central South Consortium Draft Statement of Accounts 2021/22

Officer to Contact :

Stephanie Davies

Tel no. 01443 424026

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**CENTRAL SOUTH
CONSORTIUM
JOINT EDUCATION SERVICE
JOINT COMMITTEE**

**DRAFT SUBJECT TO AUDIT
STATEMENT OF ACCOUNTS**

2021/22

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Narrative Report

1. Introduction

The Central South Consortium Joint Education Service was established on 1st September 2012 to provide a range of school improvement services operating on behalf of five local authorities: Bridgend, Cardiff, Merthyr Tydfil, Rhondda Cynon Taf and the Vale of Glamorgan.

This region is the most populous in Wales. It includes 380 schools and serves 152,141¹ learners – nearly one third of the country's school-age children. The region is home to the highest number and the largest proportion of children living in poverty; it is also home to the capital city and the economic, financial and creative industries of Wales.

The Consortium is managed and administered by the Central South Consortium Joint Committee, under powers conferred by the Local Government (Wales) Act 1994. The Joint Committee is made up of five Members, one from each local authority. Rhondda Cynon Taf CBC became the Host Authority upon formation of the Joint Committee.

The accounts for 2021/22 have been prepared in accordance with:

- The Code of Practice on Local Authority Accounting in the United Kingdom 2021/22 based on International Financial Reporting Standards (IFRS); and
- The Accounts and Audit (Wales) Regulations 2014 (as amended).

The accounts set out on pages 12 to 41 comply with the above.

2. Business Plan 2021-2022

The Consortium's role is to challenge and support schools in their work to improve educational outcomes.

The local authorities (through a Joint Committee attended by the Cabinet Member for Education in each authority) agree the business plan and budget for the region and hold the Consortium to account for the impact of its work.

The Consortium receives its core funding from the five local authorities and also receives funding from the Welsh Government to support specific activities in line with national priorities / initiatives.

¹ Pupil Level Annual School Census (PLASC) 2021 data collections delayed until April 2021

The performance of the schools in the Central South Consortium region are key to the future educational and economic success of Wales.

How well children and young people, particularly the most vulnerable, achieve in this region significantly influences how the country and its education system are perceived within our borders and beyond.

The Consortium's business plan aims to:

- Develop a high-quality education profession
- Develop inspirational leaders to facilitate working collaboratively to raise standards
- Develop strong and inclusive schools committed to wellbeing, equity and excellence
- Develop robust assessment, evaluation and accountability arrangements supporting self-improving systems
- Improve the effectiveness and efficiency of Central South Consortium.

Operational plans underpin each improvement objective.

The Consortium's Business Plan has been compiled in the context of reducing resources, this being consistent with the challenging economic climate facing all public sector organisations in Wales. In line with this, the 2021/22 revenue contributions received by the Consortium from the five-member local authorities reduced by 1% and it is anticipated that the position of the Consortium requiring to operate in an environment of challenging funding levels will continue into the medium term.

Due to the COVID-19 pandemic, Welsh Government cancelled most of the statutory data collections for 2020 and also for 2021. The collections suspended include:

- Attendance: Primary 2020 and 2021 data collections
- Attendance: Secondary 2020 and 2021 data collections
- National Data Collections (NDC) 2020 and 2021 data collections

Welsh Government continued to collect the Pupil Level Annual School Census (PLASC) and Educated Other Than At School (EOTAS) data collections in both 2020 and 2021. However, the collection in 2021 was delayed until June 2021 with the census date being changed to 20th April 2021 for PLASC 2021 and the census window between 19th April 2021 and 23rd April 2021 for the EOTAS 2021 collection. Analysis of this information was published by Welsh Government in early September 2021. Comparisons to the 2020 data collection should be treated with an element of caution, as not all the validation checks were completed on the 2020 PLASC.

Welsh Government confirmed on 21st June 2021 that the [Statistical Releases](#) for NDC Core, NDC non-core, Welsh National Test (WNT), Attendance Primary and Attendance Secondary were suspended for reporting on data from 2020-21. In addition, the Statistical releases related to, “Attainment by eligible for Free School Meals (eFSM) / not eligible for Free School Meals (nFSM) (Foundation Phase (FP)-Key Stage 3 (KS3))” and “Absenteeism by pupil characteristics” were also suspended for 2020-21 data.

The Minister for Education also confirmed on [21st June 2021](#) that Welsh Government would not be publishing performance measures related to the 2021 summer examinations series, which covers all school and post-16 performance measures for the 2020-21 academic year. In addition, given the clear implications that there will be ongoing disruptions for qualifications awarded next year, Welsh Government have suspended Key Stage 4 (KS4) and legacy sixth form performance measures for 2021-22 academic year also. Therefore, there are no performance measures available for KS4 or Post-16 for Summer 2020 and 2021 results, and these will also not be available for results published for Summer 2022.

The Statistical bulletins for GCSE and A Level results will continue to be published for 2020-21 as made available for 2019-20 but they will not contain KS4 or legacy sixth form performance measures and will only include National level data with amended content to previous releases of these bulletins.

Therefore, for 2020-21 there are no publicly available performance measures at school, local authority or regional level that can be included in this report, as was the situation for last year.

The publication of performance data on My Local School is also suspended, with the [publication of the national categorisation](#) also being suspended for 2021-22 due to the processes not being held for the academic years 2020-21 and 2021-22.

[All Estyn inspections were suspended in March 2020](#); therefore, no analysis is included in this report as no inspections took place between September 2020 and July 2021.

3. Revenue Income and Expenditure 2021/22

The Comprehensive Income and Expenditure Statement provides an analysis of the Consortium’s gross revenue expenditure and income in accordance with International Financial Reporting Standards (IFRS).

The Consortium's 2021/22 revenue budget strategy underpinned the following broad objectives:

- Support the delivery of key strategic priorities particularly around the need to build teams of challenge advisors to work with all schools in the region (with more time allocated to the schools most in need);
- Provide timely data analysis to support schools' self-evaluation and improvement planning (including school categorisation judgements);
- Support and fund school-to-school improvement partnerships and broker support between schools;
- Allocate grant funding to schools in the region along with guidance and advice on how grant funding can be used to drive improvement; and
- Work with the Welsh Government to deliver its priorities in the region.

The table shows the budgeted controllable income and expenditure against the actual controllable income and expenditure for the period 1st April 2021 to 31st March 2022:

	Budget £'000	Actual £'000	Variance £'000
Expenditure			
Employees	3,095	3,054	(41)
Premises	156	155	(1)
Transport	11	9	(2)
Supplies & Services	201	211	10
Third Party Payments	28	33	5
Support Services	119	126	7
	3,610	3,588	(22)
Income			
Local Authority Contributions	3,564	3,564	0
Grants & Other Income	46	51	(5)
	(3,610)	3,615	(5)
Net Expenditure / (Income)	0	(27)	(27)

The reasons for the variances between budgeted and actual expenditure and income were:

- Employees – savings attributable to in-year temporary staff vacancies;
- Supplies & Services – includes one off costs for ICT Hardware and Office Equipment expenditure;
- Support Services – additional services received from the host authority to meet business need; and
- Income – primarily relates to unbudgeted interest earned on personal account balances.

In addition, the following categories of income and expenditure relating to specific grants were processed through the Central South Consortium's accounts during 2021/22:

	Actual £'000
Expenditure	
Employees	3,438
Transport	4
Supplies & Services	88,321
Third Party Payments	2,446
Income	
Grants & Other Income	94,209
Net Expenditure	0

Movement in earmarked reserves (£146k) and interest on the personal account balance (£4k) are included in the tables above but not disclosed in Note 7: Income.

As at 31st March 2022, the Central South Consortium held General Reserves of £174k. Movements on reserves are detailed within the Movement in Reserves Statement.

4. Capital Expenditure 2021/22

There has been no capital expenditure this financial year.

5. Summary of Future Revenue Plans

The Consortium's Business Plan 2022/23 was approved by Joint Committee on 18th March 2021 and sets out the vision, purpose and priorities it aims to deliver within an environment of reducing resources. The 2022/23 Business Plan focuses on the following overarching priorities:

1. Develop a high quality education profession;
2. Develop inspirational leaders to facilitate working collaboratively to raise standards;
3. Develop strong and inclusive schools committed to wellbeing, equity and excellence;

4. Develop robust assessment, evaluation and accountability arrangements supporting self-improving systems; and
5. Improve the effectiveness and efficiency of Central South Consortium.

The priorities included within the Central South Consortium’s Business Plan need to be underpinned by robust financial management in ensuring they are affordable, provide value for money and that their impact can be assessed.

The revenue budget is approved annually by the Joint Committee and is included within the Business Plan. Welsh Government also issue annual settlements on grant awards of funding.

A summary of the latest (i.e. 2022/23) revenue budget is as follows (as approved by the Joint Committee on 22nd December 2021):

Type of Expenditure	Budget 2022/23 £'000
Expenditure	
Employees	3,131
Premises	159
Transport	12
Supplies & Services	174
Third Party Payments	27
Support Services	141
Total Expenditure	3,644
Income	
Local Authority Contributions	3,625
Grants & Other Income	19
Total Income	3,644
Net Expenditure	0

6. Pensions Assets and Liabilities

As a result of International Accounting Standard (IAS) 19 “Employee Benefits”, local authorities are required to account for pensions liabilities in respect of the cost of decisions made up to the Balance Sheet date. Please refer to note 15.0 to the Core Financial Statements for further details.

The effect of IAS 19 upon the reserves of the Joint Committee is as follows:

	£'000
Net Assets/(Liabilities) excluding Pensions Reserve	578
Net Assets/(Liabilities) as per Balance Sheet	1,421

7. Introduction to Accounting Statements

Statement of Responsibilities for the Statement of Accounts

This sets out the responsibilities of the Council as the administering authority and the Director of Finance and Digital Services for the preparation of the Statement of Accounts. The Statement has to be signed and dated by the presiding Member at the Joint Committee meeting at which the Accounts are approved.

Certificate of the Director of Finance and Digital Services

This is the certificate of the true and fair presentation of the Accounts by the Director of Finance and Digital Services.

Movement in Reserves Statement

This statement shows the movement in the year on the different reserves held by the Joint Committee, analysed into 'usable reserves' (i.e. those that the Joint Committee may use to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use) and 'unusable reserves'.

Comprehensive Income and Expenditure Statement

This statement is prepared to record income and expenditure on an accruals basis. It includes items such as salaries and wages, running costs of the service and income received. The statement is based upon IFRS.

Balance Sheet

The Balance Sheet shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Joint Committee. The net assets of the Joint Committee (assets less liabilities) are matched by the reserves held by the Joint Committee.

Cash Flow Statement

The Cash Flow Statement shows the changes in cash and cash equivalents of the Joint Committee during the reporting period.

Expenditure and Funding Analysis

The Expenditure and Funding Analysis demonstrates how the funding available to the Joint Committee for the year has been used in providing services in comparison with those resources consumed or earned in accordance with generally accepted accounting practices.

Statement of Accounting Policies

The purpose of this statement is to explain the basis of the figures in the accounts. It outlines the accounting policies adopted.

Annual Governance Statement

The Annual Governance Statement sets out the framework for governance and internal control for the Joint Committee to carry out its functions and reviews its effectiveness. It outlines the main components of the framework, including the arrangements for Internal Audit and how the Consortium has complied with the various elements of the framework.

8. COVID-19

The impact of the COVID-19 virus on the Consortium has been managed and reported in the risk register to reflect the challenges faced in the ongoing delivery of the school improvement service during the pandemic.

Statement of Responsibilities for the Statement of Accounts Central South Consortium Joint Education Service

The Council’s Responsibilities

The Council is required:

- To make arrangements for the proper administration of the Joint Committee’s financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs. In this Council, that officer is the Director of Finance and Digital Services.
- To manage its affairs to ensure economic, efficient, and effective use of resources and safeguard its assets.

The Joint Committee’s Responsibilities

- To approve the accounts.

Signature: _____

Date: _____

**Chair of the Central South Consortium Joint Education Service Joint
Committee**

The Director of Finance and Digital Services’ Responsibilities

The Director of Finance and Digital Services is responsible for the preparation of the Statement of Accounts. In terms of the CIPFA Code of Practice on Local Authority Accounting in the United Kingdom, the Statement of Accounts is required to give a true and fair view of the financial position of the organisation at the accounting date and its income and expenditure for the period ended 31st March 2022.

In preparing the Statement of Accounts, the Director of Finance and Digital Services has:

- Selected suitable accounting policies and then applied them consistently.
- Made judgements and estimates that were reasonable and prudent.
- Complied with the Code.

The Director of Finance and Digital Services has also throughout the financial year:

- Maintained proper accounting records that were kept up to date.
- Taken reasonable steps for the prevention and detection of fraud and other irregularities.

Certificate of the Director of Finance and Digital Services as Treasurer of the Joint Committee

I certify that the statement of accounts give a true and fair view of the financial position of the Joint Committee at 31st March 2022 and its income and expenditure for the period then ended.

Signed: _____

Date: _____

Barrie Davies

Director of Finance and Digital Services

The Pavilions, Cambrian Way, Clydach Vale, Rhondda Cynon Taf
CF40 2XX

Movement in Reserves Statement for the Period ended 31st March 2021

	General Reserves	Earmarked Reserves	Total Usable Reserves	Total Unusable Reserves	Total Reserves
	£'000	£'000	£'000	£'000	£'000
Notes:	13.1	13.2		14.0	
Balance as at 1st April 2020	138	731	869	(1,543)	(674)
Movement in reserves during 2020/21					
Total comprehensive income and expenditure	(1,022)	0	(1,022)	2,166	1,144
Adjustments between accounting basis and funding basis under regulations					
Adjustments involving the Pensions Reserve:					
Reversal of items relating to retirement benefits debited or credited to the Comprehensive Income & Expenditure Statement	1,081	0	1,081	(1,081)	0
Employer's pensions contributions and direct payments to pensioners payable in the year	(191)	0	(191)	191	0
Adjustments primarily involving the Accumulated Absences Account:					
Amount by which officer remuneration charged to the CI&ES on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	9	0	9	(9)	0
Net increase or (decrease) before transfers to Earmarked Reserves	(123)	0	(123)	1,267	1,144
Transfers to or (from) Earmarked Reserves	132	(132)	0	0	0
Increase or (decrease) in the Year	9	(132)	(123)	1,267	1,154
Balance as at 31st March 2021	147	599	746	(276)	470

Movement in Reserves Statement for the Period ended 31st March 2022

	General Reserves	Earmarked Reserves	Total Usable Reserves	Total Unusable Reserves	Total Reserves
	£'000	£'000	£'000	£'000	£'000
Notes:	13.1	13.2	13.0	14.0	
Balance as at 1st April 2021	147	599	746	(276)	470
Movement in reserves during 2021/22					
Total comprehensive income and expenditure	(1,603)	0	(1,603)	2,544	951
Adjustments between accounting basis and funding basis under regulations					
Adjustments involving the Pensions Reserve:					
Reversal of items relating to retirement benefits debited or credited to the Comprehensive Income & Expenditure Statement	1,695	0	1,695	(1,695)	0
Employer's pensions contributions and direct payments to pensioners payable in the year	(226)	0	(226)	226	0
Adjustments primarily involving the Accumulated Absences Account:					
Amount by which officer remuneration charged to the CI&ES on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	15	0	15	(15)	0
Net increase or (decrease) before transfers to Earmarked Reserves	(119)	0	(119)	1,070	951
Transfers to or (from) Earmarked Reserves	146	(146)	0	0	0
Increase or (decrease) in the Year	27	(146)	(119)	1,070	951
Balance as at 31st March 2022	174	453	627	794	1,421

Comprehensive Income and Expenditure Statement for the Period ended 31st March 2022

Year ended 31/03/21 £'000		Year ended 31/03/22 £'000	Note
	Expenditure		
7,029	Employees	8,041	5.0
153	Premises	155	
10	Transport	13	
72,632	Supplies & Services	88,611	6.0
2,854	Third Party Payments	2,478	
112	Support Services	126	
82,790		99,424	
	Income		
(3,599)	Local Authority Contributions	(3,564)	
(78,201)	Grants & Other Income	(94,255)	7.0
(81,800)		(97,819)	
990	Net Cost of Services	1,605	
(1)	Interest Receivable and Similar Income	(4)	
33	Net Interest on Net Defined Asset/Liability	2	15.2
1,022	(Surplus)/Deficit on the Provision of Services	1,603	
(2,166)	Remeasurement of the Net Defined Benefit Liability	(2,554)	15.2
(1,144)	Total Comprehensive Income and Expenditure	(951)	

Balance Sheet at 31st March 2022

31/03/21 £'000		31/03/22 £'000	Note
0	Long-Term Assets Defined Benefit Pension Scheme Asset	843	15.5
0	Total Long-Term Assets	843	
2,051	Current Assets Debtors	1,435	11.0
2,051	Total Current Assets	1,435	
(1,339)	Current Liabilities Creditors	(856)	12.0
712	Net Current Assets	578	
712	Total Assets Less Current Liabilities	578	
(242)	Long-Term Liabilities Defined Benefit Pension Scheme Liability	0	15.5
470	Net Assets/(Liabilities)	1,421	
	Represented by:		
	Usable Reserves		
147	General Reserves	174	13.1
599	Earmarked Reserves	453	13.2
	Unusable Reserves		
(242)	Pensions Reserve	843	15.5
(34)	Short-Term Accumulating Compensated Absence Account	(49)	
470	Total Reserves	1,421	

Cash Flow Statement for the Period ended 31st March 2022

Year ended 31/03/21 £'000		Year ended 31/03/22 £'000	Note
	Operating Activities		
	Cash Outflows		
6,163	Cash Paid to and on Behalf of Employees	6,558	
75,170	Other Operating Cash Payments	91,881	
81,333	Total Cash Outflows	98,439	
	Cash Inflows		
(81,894)	Cash Received for Goods & Services	(97,789)	
(1)	Interest Received	(4)	
(81,895)	Total Cash Inflows	(97,793)	
(562)		646	
(562)	Net (Increase) or Decrease in Cash and Cash Equivalents	646	18.0
	Analysis of Changes in Cash and Cash Equivalents		
(1,422)	Balance as at 1 st April	(1,984)	
(562)	Net Cash (Inflows)/Outflows	646	
(1,984)	Cash Balance Owed To/(From) Host Authority	(1,338)	

All cash transactions are administered by Rhondda Cynon Taf CBC as the Central South Consortium does not operate its own bank account. The cash balance due to/from the host authority is included in debtors at 31st March.

Expenditure and Funding Analysis Statement for the year ending 31st March 2021

	2020/21		
	Net Expenditure Chargeable to the General Fund £'000	Adjustments Between Funding and Accounting Basis £'000	Net Expenditure for the Equivalent Amounts for CI&ES ² £'000
Employees	6,163	866	7,029
Premises	153	0	153
Transport	10	0	10
Supplies & Services	72,632	0	72,632
Third Party Payments	2,854	0	2,854
Support Services	112	0	112
Income	(81,932)	132	(81,800)
Cost of Services	(8)	998	990
Other Income and Expenditure	(1)	33	32
(Surplus) or Deficit	(9)	1,031	1,022
Opening General Fund at 31 st March 2020	(138)		
Add Surplus on General Fund in Year	(9)		
Closing General Fund at 31st March 2021	(147)		

² CI&ES – Comprehensive Income and Expenditure Statement

Expenditure and Funding Analysis Statement for the year ending 31st March 2022

	2021/22		
	Net Expenditure Chargeable to the General Fund £'000	Adjustments Between Funding and Accounting Basis £'000	Net Expenditure for the Equivalent Amounts for CI&ES ³ £'000
Employees	6,559	1,482	8,041
Premises	155	0	155
Transport	13	0	13
Supplies & Services	88,611	0	88,611
Third Party Payments	2,478	0	2,478
Support Services	126	0	126
Income	(97,965)	146	(97,819)
Cost of Services	(23)	1,628	1,605
Other Income and Expenditure	(4)	2	(2)
(Surplus) or Deficit	(27)	1,630	1,603
Opening General Fund at 31 st March 2021	(147)		
Add Surplus on General Fund in Year	(27)		
Closing General Fund at 31st March 2022	(174)		

³ CI&ES – Comprehensive Income and Expenditure Statement

Notes to the Core Financial Statements

1.0 Significant Accounting Policies

1.1 Accruals of Expenditure and Income

The accounts of the Joint Committee have been prepared on an accrual of income and expenditure basis in accordance with the Code of Practice on Local Authority Accounting. This ensures activity is accounted for in the year that it takes place not when cash payments are made or received.

Revenue from the sale of goods or services is recognised when the Joint Committee transfers the significant risks and rewards of goods, or provides the services to the purchaser, and it is probable that economic benefits or service potential associated with the transaction will flow to the Joint Committee.

Supplies are recorded as expenditure when they are used or consumed.

Expenses in relation to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made.

Interest receivable on investments and payable on borrowings is accounted for respectively as income and expenditure in the Comprehensive Income and Expenditure Statement on the basis of the effective interest rate for the relevant financial instrument rather than the cash flows determined by the contract. Statutory adjustments relating to interest are reflected in the Movement in Reserves Statement.

1.2 Cash and Cash Equivalents

All cash transactions are administered by Rhondda Cynon Taf CBC as the Central South Consortium does not operate its own bank account.

1.3 Contingent Liabilities

A contingent liability is a possible item of expenditure that arises from past events and whose existence will be confirmed only by the occurrence of one or more uncertain future events not wholly within the organisation's control.

Such contingent liabilities are not reflected in Provisions in the Balance Sheet as it may not be probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.

1.4 **Reserves**

The Joint Committee sets aside specific amounts as reserves for future policy purposes or to cover contingencies. These are deemed Earmarked Reserves. Earmarked Reserves are created by appropriating amounts from the General Reserves in the Movement in Reserves Statement. When expenditure to be financed from a reserve is incurred, it is charged to the appropriate service in that year. To ensure this is not a charge against General Reserves, the expenditure is funded via an adjustment in the Movement in Reserves Statement.

Certain reserves are kept to manage the accounting processes for retirement and employee benefits and do not represent usable resources for the Joint Committee.

1.5 **Employee Benefits**

All costs relating to employee benefits are accounted for on an accruals basis.

Pensions

The Joint Committee participates in two separate pension schemes.

Staff on Teachers Terms & Conditions - This is an unfunded scheme administered by the Teachers' Pension Agency. The Agency sets contribution rates on the basis of a notional fund. Whilst this is a defined benefit scheme, the Teachers Pensions Agency is unable to identify the Joint Committee's share of the underlying assets and liabilities and accordingly, the Joint Committee has accounted for its contributions to the scheme as if it were a defined contribution scheme.

Other employees - Rhondda Cynon Taf CBC administer a fund on behalf of employees under the Local Government Pension Scheme Regulations 1997 (as amended), under which contribution rates are set by the Fund's actuary based on triennial actuarial valuations. Under the regulations, contribution rates are set in order to lead to full funding of the overall liability of the Fund over time. The Local Government Pension Scheme is accounted for as a Defined Benefit Scheme.

- The liabilities of the Rhondda Cynon Taf Pension Fund attributable to the Joint Committee are included in the Balance Sheet on an actuarial basis rolling forward the results from the last full valuation and adjusted to allow for the later calculation date and making allowance for changes due to accrual of new benefits and discharge of liabilities, financial and demographic assumptions, impact of known experience and the impact of events which result in a change in liability.

- Liabilities are discounted to their value at current prices, using a discount rate of 2.7% (2.1% in 2020/21).
- The Rhondda Cynon Taf Pension Fund is a multi-employer scheme. The assets of the Fund are not formally allocated to any employer within the Fund and are not the legal property of any employer within the Fund. For the purpose of completing the calculations for each triennial valuation of the Fund, the actuary calculates a notional allocation of assets for each employer. The assets of the Pension Fund notionally attributed to the Joint Committee are included in the Balance Sheet at their fair value:

Quoted Securities	–	Current Bid Price
Unitised Securities	–	Current Bid Price
Property	–	Market Value
- The change in the net pensions asset / liability is analysed into the following components:
 - Current Service Cost – the increase in liabilities as a result of years of service earned this year allocated in the Comprehensive Income and Expenditure Statement to the services for which the employees worked plus administration expenses.
 - Past Service Cost – the increase in liabilities arising from current year decisions whose effect relates to years of service earned in earlier years debited to the (Surplus) or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement.
 - Interest Cost – the expected increase in the present value of liabilities during the year as they move one year closer to being paid – credited/debited to the Comprehensive Income and Expenditure Statement.
 - Expected Return on Assets – the annual investment return on the fund assets attributable to the Joint Committee based on an average of the expected long-term return – credited to the Comprehensive Income and Expenditure Statement.
 - Actuarial Gains and Losses – changes in the net pensions liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their financial, demographic or experience assumptions – debited or credited to the Pensions Reserve.
 - Contributions Paid to the Pension Fund – cash paid as employer’s contributions to the Pension Fund in settlement of liabilities; not accounted for as an expense in the Comprehensive Income and Expenditure Statement.

In relation to retirement benefits, statutory provisions require the Joint Committee General Reserves to be charged with the amount payable by the Joint Committee to the Pension Fund or directly to pensioners in the year, not

the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, this means that there are appropriations to and from the Pensions Reserve to remove the notional debits and credits for retirement benefits and replace them with the cash paid to the Pension Fund and pensioners and any such amounts payable but unpaid at the year-end. The balance that arises on the Pensions Reserve thereby measures the impact to the General Reserves of being required to account for retirement benefits on the basis of cash flows rather than as benefits are earned by employees.

Discretionary Benefits

The Joint Committee is able to make discretionary awards of retirement benefits in the event of early retirements. Any such liabilities arising are accrued in the year of decision to make the award in line with the Local Government Pension Scheme rules.

Accumulated Absences

The Joint Committee accrues for staff holidays earned but not taken at each year-end. The Welsh Government has issued regulations to mitigate the impact of this charge. This Joint Committee has taken advantage of the regulations and charged the additional costs to the Short-Term Accumulating Compensated Absences Account in Unusable Reserves.

1.6 Government Grants and Other Contributions

Grants and other contributions relating to capital and revenue expenditure shall be accounted for on an accruals basis and recognised in the Comprehensive Income and Expenditure Statement when there is reasonable assurance that:

- the conditions for their receipt have been/will be complied with; and
- the grant or contribution will be received.

Monies advanced, where there is no reasonable assurance of the above two criteria, are held as creditors in the Balance Sheet.

Where a revenue grant has been recognised in the Comprehensive Income and Expenditure Statement but not yet used to fund expenditure, it is set aside as an Earmarked Reserve.

Where a claim has yet to be signed off by the Regional Internal Audit Shared Service, Balance Sheet values in relation to grants are included on an unaudited draft claim basis.

For 2020/21, Welsh Government extended the use of the Regional Consortia School Improvement Grant (RCSIG) and Pupil Development Grant (PDG) grants to 31st August 2021.

1.7 **Leases**

Whether a lease is a finance or operating lease depends upon the substance of the transaction rather than the legal form. Leases are reviewed at inception and classed as finance or operating by reviewing arrangements such as:

- Transfer of ownership at the end of lease contract.
- Option to purchase asset at a price lower than fair value.
- Lease term is for major part of economic life of asset.
- Present value of minimum lease payments amounts to at least substantially all of the fair value of leased asset.
- Leased assets are specialist and only the lessee can use them without major modifications.

Finance Leases

A finance lease is one which transfers substantially all the risks and rewards incidental to ownership of an asset to the lessee.

Where the Joint Committee is lessee, an asset and liability are recognised at lease inception. The asset is subsequently depreciated and revalued as though it were the legal property of the Joint Committee. The liability reduces as lease payments are made.

Operating Leases

An operating lease is deemed to be any lease other than a Finance Lease.

Where the Joint Committee is lessee, lease payments are recognised as an expense in the Comprehensive Income and Expenditure Statement on a straight-line basis unless another systematic basis is more representative of the benefits received.

1.8 **Events after the Reporting Period**

Events after the reporting period are those both favourable and unfavourable that occur between the end of the reporting period and the date when the financial statements are authorised for issue.

Two types of events can be identified:

- a) those that provide evidence of conditions existing at the end of the reporting period (adjusting events that shall be recognised in the financial statements); and
- b) those that are indicative of conditions that arose after the reporting period (non-adjusting events that are not reflected in accounting statements but where material, disclosure is made in the Notes to the Core Financial Statements).

2.0 Accounting Standards Issued, Not Adopted

The Code of Practice on Local Authority Accounting in the United Kingdom (the Code) requires the disclosure of information relating to the expected impact of an accounting change that will be required by a new standard that has been issued but not yet adopted. In the interim potentially relevant standards include:

- IFRS 16 *Leases* (but **only** for those local authorities that have decided to adopt IFRS 16 in the 2022/23 year).
- Annual Improvements to IFRS Standards 2018–2020. The annual IFRS improvement programme notes four changed standards:
 - IFRS 1 (First-time adoption) – amendment relates to foreign operations of acquired subsidiaries transitioning to IFRS
 - IAS 37 (Onerous contracts) – clarifies the intention of the standard
 - IFRS 16 (Leases) – amendment removes a misleading example that is not referenced in the Code material
 - IAS 41 (Agriculture) – one of a small number of IFRSs that are only expected to apply to local authorities in limited circumstances.

It is not anticipated that the above amendments will have a material impact on the Consortium’s Statement of Accounts.

3.0 Critical Judgements in Applying Accounting Policies

In applying the Accounting Policies set out in note 1.0, the Joint Committee has had to make certain judgements about complex transactions and those involving uncertainty about future events. The critical judgements made in the Statement of Accounts are:

3.1 Grants and Contribution Conditions

Judgements are made in terms of conditions attached to revenue grants. Grants are recognised as income when received/receivable. Unless there are

assumptions that conditions of the grant are breached, a return obligation is not recognised. As a result, any revenue grants received with no expected return obligation that are to be used to fund future years' expenditure are reflected in Earmarked Reserves in the Balance Sheet.

4.0 Assumptions Made About the Future and Other Major Sources of Estimation Uncertainty

Pensions Asset/Liability

- 4.1 Estimation of the net asset/liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets. AON is engaged to provide the Joint Committee with advice about the assumptions to be applied.

COVID impact

The information upon which the actuary bases assumptions on mortality impacted by COVID has moved from a neutral to a negative outlook. This has resulted in an estimated reduction in liabilities of 1%.

GMP equalisation and indexation

The disclosures allow for full CPI inflation pension increases to be paid on Guaranteed Minimum Pension (GMP) for those reaching State Pension Age on or after 6th April 2016. This is an approximate method of recognising the cost of the Government's commitment to compensate public service scheme members from the removal of the Additional Pension element of the State Pension from this date, and for the outcome of the Lloyds judgement which found GMPs to be illegally sex discriminatory. Government has consulted on its approach to compensating affected members and announced on 23rd March 2021 that it would adopt a long-term policy of uprating GMPs in line with CPI for members whose State Pension Age is on or after 6th April 2016. The consultation response recognised that this solution will not address all sex inequalities for a minority of member and further guidance is expected from DLUHC on how they propose to deal with this. These inequalities are expected to be small.

In October 2020 a second ruling in the Lloyds bank case clarified that compensation would be required for members who transferred benefits out since May 1990. Government has not yet acknowledged a liability in public service schemes nor indicated an approach in rectifying this. Therefore, no allowance for potential liabilities relating to the second Lloyds ruling is included in the accounts.

Goodwin Ruling

In June 2020 an Employment Tribunal ruled in relation to the Teacher's Pension Scheme, that provisions for survivor's benefits of a female member in an opposite sex marriage are less favourable than for a female in a same sex marriage or civil partnership, and that treatment amounts to direct discrimination on grounds of sexual orientation. The chief secretary to the Treasury announced in a ministerial statement on 20th July 2020 that he believed that changes would be required to other public service pension schemes with similar arrangements. As these changes are yet to be reflected in the LGPS regulations and also on the basis of materiality, allowance has not been made in the calculations.

McCloud / Sargeant Judgement

The Court of Appeal found that the transitional protection arrangements put in place when firefighters' and judges' pension schemes were reformed were age discriminatory. This has implications for other public sector schemes that were reformed around the same time (including the LGPS) and could potentially lead to members deemed to be discriminated against being compensated. The Supreme Court denied the Government's application for permission to appeal this judgement on 27th June 2019. The matter was referred to Employment Tribunals for remedy hearings and the Ministry for Housing, Communities and Local Government (MHCLG) ((now department for Levelling Up, Housing and Communities) (DLUHC)) undertook a consultation on the remedy and confirmed they would be proceeding with the key principles as laid out in the consultation. The figures produced by AON for 2020/21 disclosures included a McCloud underpin liability within current service cost, together with an allowance reflecting service since the scheme reforms (2014 in Wales). The same approach has been adopted for 2021/22. The method used by AON to value the McCloud remedy and therefore disclosed within the Statement of Accounts is closely aligned to that which the DLUHC has confirmed they will proceed.

Cost Management Process in the LGPS

Legislation requires HM Treasury and the Scheme Advisory Board (SAB) to undertake periodic valuations to monitor the cost of the LGPS to ensure it remains sustainable and affordable. This is referred to as the "Cost Management Process". HM Treasury and the Scheme Advisory Board had paused their reviews following the McCloud judgement in the Court of Appeal. These have now been unpaused and HMT Directions were made over 2021, allowing SAB and HMT reviews to proceed. The outcome of the SAB review has been published and recommended no changes to the provisions of the scheme. It is expected that the outcome of the HMT review will also recommend no changes. The legality of the Government's decision to include

McCloud costs as a member cost within the 2016 HMT process is being challenged by a Judicial Review brought by trade unions. If the Judicial Review is successful, this may cause the 2016 HMT process to be re-run and could result in changes to benefits or member contributions backdated to 1st April 2019.

No allowance has been made for the potential cost of improving members benefits under these reviews.

5.0 Employees Costs

2020/21 £'000	Salaries & Wages	2021/22 £'000
4,740	Advisors	5,002
728	Administration	845
440	Management	466
217	Finance Team	204
0	Agency	1
35	Employee Insurance	35
3	Employee Advertising	6
6,163	Sub Total	6,559
9	Short-Term Accumulating Compensated Absences Account adjustment	15
857	IAS 19 adjustments	1,467
7,029	Total	8,041

6.0 Supplies and Services

2020/21 £'000		2021/22 £'000
119	Office Expenses	150
182	Consultants Fees	594
117	Computer Costs	54
2	Photocopying	7
5	Subscriptions	3
5	Marketing	3
18	Audit Fees	18
10	Telephones	6
1	Postage	0
186	Training	92
	<u>Grants paid to local authorities & schools:</u>	
38,713	Regional Consortia School Improvement Grant (RCSIG)	50,784
32,856	Pupil Development Grant (PDG)	36,380

418	Other	520
72,632	Total	88,611

7.0 Income

2020/21 £'000		2021/22 £'000
	Contributions	
(1,303)	Cardiff Council	(1,293)
(982)	Rhondda Cynon Taf CBC	(966)
(554)	Bridgend CBC	(549)
(532)	Vale of Glamorgan Council	(529)
(228)	Merthyr Tydfil CBC	(227)
(3,599)	Total Contributions	(3,564)
	Other Income	
(58)	Other	(55)
(78,143)	Grants	(94,200)
(78,201)	Total Other Income	(94,255)
(81,800)	Total Income	(97,819)

7.1 Grant Income

2020/21 £'000		2021/22 £'000
	Grant Programme	
(34,094)	Pupil Development Grant (PDG)	(37,582)
(43,501)	Regional Consortia School Improvement Grant (RCSIG)	(55,866)
(548)	Other	(752)
(78,143)	Total Grant Income	(94,200)
	Allocation	
71,987	Paid to local authorities and schools (Note 6.0)	87,684
6,156	Retained by Central South Consortium	6,516
78,143	Total Allocation	94,200

8.0 Related Party Transactions

In accordance with IAS 24, the Joint Committee has a duty to disclose any material transactions with a “related party”. This is to ensure that financial statements contain disclosures necessary to draw attention to the possibility that the reported financial position and results may have been affected by the existence of related parties and by material transactions with them.

The Joint Committee transacts with the local authorities and its schools within the Consortium, distributes funding, and provides advisory and inspection services for which it receives income. During the year, material transactions with these related parties arose as follows:

2020/21		Local Authority	2021/22	
Exp. £'000	Inc. £'000		Exp. £'000	Inc. £'000
29,088	(1,412)	Cardiff Council	34,667	(1,293)
20,359	(1,010)	Rhondda Cynon Taf CBC	24,699	(997)
11,545	(554)	Bridgend CBC	13,756	(549)
9,799	(532)	Vale of Glamorgan Council	12,059	(529)
4,937	(247)	Merthyr Tydfil CBC	5,768	(227)

Income received from Rhondda Cynon Taf CBC (£4k) due to interest received and support provided to ALN Transformation regional project (£27k) are included in the table above but are not included in Note 7.0 as they do not form part of the Local Authorities core contributions received.

Welsh Government exerts significant influence through legislation and grant funding. The main grants received are shown in Note 7.1.

All cash transactions are administered by the host authority, Rhondda Cynon Taf CBC, as the Consortium does not operate its own bank account. At 31st March 2022, Rhondda Cynon Taf CBC owed the Consortium £1,338k relating to these cash transactions (Rhondda Cynon Taf CBC owed the Consortium £1,984k as at 31st March 2021). During 2021/22, Central South Consortium was charged £126k by Rhondda Cynon Taf CBC in respect of Central Establishment Charges (included in the table above, £112k in 2020/21).

Pension contributions are made to both the Rhondda Cynon Taf Pension Fund and the Teachers' Pension Agency, in respect of Joint Committee employees. See notes 15.0 and 16.0 for further information.

Interests of elected Members of the Joint Committee are maintained in a register held by their own Local Authority. Records of interests of Senior Officers are maintained by the Consortium. The following transactions occurred with related parties (by virtue of elected Member interest in them) with whom the Joint Committee has had dealings:

2020/21		Organisation	2021/22	
Exp. £'000	Inc. £'000		Exp. £'000	Inc. £'000
55	0	Cardiff University	7	0
55	0	Total	7	0

The table above does not include payments to/from the Local Authorities or schools within the Consortium, as they are included elsewhere within the notes.

9.0 Audit Fees

2020/21 £'000		2021/22 £'000
18	Fees payable to the Auditor General for Wales in respect of external audit	18

10.0 Leases

A long term lease arrangement totalling £153k in 2021/22 (£153k in 2020/21) exists between the Joint Committee and Rhondda Cynon Taf CBC in relation to office accommodation at the Valleys Innovation Centre. No termination is contained within the lease agreement and occupation is assumed for as long as the service is required.

The Joint Committee holds no assets on Finance Leases.

11.0 Short Term Debtors

An analysis of Short Term Debtors in the Balance Sheet is as follows:

31/03/21 £'000		31/03/22 £'000
1,984	Host Authority	1,338
68	Other Entities and Individuals	97
2,052		1,435
(1)	Provision for Bad Debt	0
2,051	Balance as at 31st March 2022	1,435

All cash transactions are administered by Rhondda Cynon Taf CBC as the Central South Consortium does not operate its own bank account. The Host Authority debtor includes the 'cash' balance owed to the Consortium by Rhondda Cynon Taf CBC.

12.0 Creditors

An analysis of Short Term Creditors in the Balance Sheet is as follows:

31/03/21 £'000		31/03/22 £'000
(1,079)	Local Authorities and Schools	(348)
(17)	Central Government Bodies	(32)
(209)	Other	(427)
(34)	Employee Absences Accrual	(49)
(1,339)	Balance as at 31st March 2022	(856)

13.0 Movement on Usable Reserves

	General Reserves £'000	Earmarked Reserves £'000	Total £'000
Balance as at 1 st April 2021	147	599	746
Increase/(Decrease)	27	(146)	(119)
Balance as at 31st March 2022	174	453	627

13.1 General Reserve

The General Reserve is a distributable revenue reserve, which consists of the accumulated surpluses of the Consortium's operations.

	Total £'000
Balance as at 1 st April 2021	147
Increase/(Decrease) 2021/22	27
Balance as at 31st March 2022	174

13.2 Earmarked Reserves

This note sets out the amounts set aside from the General Reserve balance in earmarked reserves to provide financing for future expenditure. All earmarked reserves are deemed to be revenue reserves.

	Balance at 31/03/21 £'000	Transfers Out £'000	Transfers In £'000	Balance at 31/03/22 £'000
Revenue Grant Reserves	393	(393)	253	253

Funding for Specific Projects	206	(6)	0	200
Total	599	(399)	253	453

The Central South Consortium holds an earmarked reserve for the funding of specific projects of which £200k is set aside for ongoing service remodelling and medium-term financial planning (£200k held as at 31st March 2021).

14.0 Movements on Unusable Reserves

Reserve	Pension Reserve	Short-Term Acc Comp Absence Account	Total
	£'000	£'000	£'000
Balance as at 1 st April 2021	(242)	(34)	(276)
Increase / (Decrease)	1,085	(15)	1,070
Balance as at 31st March 2022	843	(49)	794

14.1 Pension Reserve

The Pension Reserve is the balancing account to offset the inclusion of Pension Liability in the Balance Sheet as required by IAS 19 "Employee Benefits". See note 15.0 for further information.

14.2 Short-Term Accumulating Compensated Absences Account

The Short-Term Accumulating Compensated Absences Account absorbs the differences that would otherwise arise on the Consortium's Reserves from accruing for compensated absences earned but not taken in the year e.g. annual leave entitlement carried forward at 31st March 2022.

15.0 Retirement Benefits – Defined Benefit Schemes

15.1 Participation in Pension Schemes

As part of their terms and conditions, the employees of Central South Consortium are offered retirement benefits by the Joint Committee. Although these benefits will not be payable until retirement, the Joint Committee has a commitment to make these payments. The liability for these payments needs to be accounted for at the time future entitlement is earned.

The Joint Committee participates in two pension schemes:

- Teachers – Please refer to note 16.0.

- Other employees – The Local Government Pension Scheme administered by Rhondda Cynon Taf CBC. This is a funded defined benefit salary scheme, meaning that the Joint Committee and participants pay contributions into the Fund calculated at a level intended to balance the pensions liabilities with investment assets. The pension costs that are charged to the Joint Committee’s accounts are defined by IAS 19 “Employee Benefits”.

15.2 Transactions Relating to Post-Employment Benefits

The cost of retirement benefits is recognised in the Comprehensive Income and Expenditure Account when earned by employees, rather than when benefits are actually paid as pensions. However, the charge required to be made to the General Reserves is based on the cash payable in the year. The difference is reversed out in the Movement in Reserves Statement. The following transactions have been posted in the year:

Comprehensive Income and Expenditure Account	2020/21 £'000	2021/22 £'000
Cost of Services:		
Current Service Cost	1,048	1,693
Past Service Cost	0	0
Settlements and curtailments	0	0
<i>Financing and Investment Income and Expenditure</i>		
Net Interest Expense	33	2
Total Post Employment Benefit Charged to the Surplus or Deficit on the Provision of Services	1,081	1,695
<i>Remeasurement of the Net Defined Benefit Liability Comprising:</i>		
Return on Plan Assets (Excluding the Amount included in the Net Interest Expense)	(7,585)	(94)
Actuarial (Gains) and Losses Arising on Liabilities – Demographic Assumptions	0	(334)
Actuarial (Gains) and Losses Arising on Liabilities – Financial Assumptions	5,736	(2,232)
Actuarial (Gains) and Losses Arising on Liabilities – Experience	(317)	106
Net increase in liabilities from disposals / acquisitions	0	0
Total Post Employment Benefit Charged to the Comprehensive Income and Expenditure Statement	(1,085)	(859)
<i>Movement in Reserves Statement</i>		

Reversal of Net Charges Made to the Surplus or Deficit for the Provision of Services for Post Employment Benefits in Accordance with the Code	(1,081)	(1,695)
<i>Actual Amount Charged Against the General Fund Balance for Pensions in the Year:</i>		
Employers' Contributions Payable to Scheme	191	226

The total remeasurement of the Net Defined Benefit Liability recognised in Other Comprehensive Income and Expenditure to the 31st March 2022 is a gain of £2,554k (£2,166k gain in 2020/21).

The cumulative amount of actuarial gains and losses recognised in the Comprehensive Income and Expenditure statement to the year ending 31st March 2022 is a gain of £5,273k (£2,719k gain in 2020/21).

The figures above do not include allowance for any membership (or associated assets) relating to members who have joined the employer but have not yet exercised their option to link their past service rights to their current employment.

15.3 Reconciliation of Present Value of the Scheme Liabilities

	2020/21 £'000	2021/22 £'000
Opening balance at 1 st April	26,254	33,113
Current Service Cost	1,048	1,693
Interest Cost on Defined Obligation	602	695
Contributions by Scheme Participants	260	308
<i>Remeasurement Gains and (Losses):</i>		
Actuarial Gains and (Losses) Arising on Liabilities – Demographic Assumptions	0	(334)
Actuarial Gains and (Losses) Arising on Liabilities – Financial Assumptions	5,736	(2,232)
Actuarial Gains and (Losses) Arising on Liabilities – Experience	(317)	106
Benefits Paid	(470)	(332)
Past Service Costs	0	0
Carried Forward at 31st March	33,113	33,017

15.4 Reconciliation of Fair Value of the Scheme Assets

	2020/21 £'000	2021/22 £'000
Opening balance at as at 1 st April	24,736	32,871
Interest Income	569	693

<i>Remeasurement Gains and (Losses)</i>		
The Return on Plan Assets, Excluding the Amount Included in the Net Interest Expense	7,585	94
Employer Contributions	191	226
Contributions by Scheme Participants	260	308
Benefits paid	(470)	(332)
Net increase in assets from disposals/acquisitions	0	0
Carried Forward as at 31st March	32,871	33,860

The expected return on scheme assets is determined by considering the expected returns available on the assets underlying the current investment policy. Expected yields on fixed interest investments are based on gross redemption yields as at the Balance Sheet date.

Expected returns on equity investments reflect long-term real rates of return experienced in the respective markets. The actual return on scheme assets in the year was a gain of £787k (£8,154k gain in 2020/21).

15.5 Scheme History

	2020/21 £'000	2021/22 £'000
Present Value of Defined Obligation	(33,113)	(33,017)
Fair Value of Plan Assets	32,871	33,860
Surplus / (Deficit)	(242)	843

The liabilities show the underlying commitments that the Joint Committee has in the long run to pay retirement benefits. The total asset of £843k has a substantial impact on the net worth of the Joint Committee as recorded in the Balance Sheet.

The surplus on the local government scheme may be recovered in the form of reduced future contributions.

15.6 Local Government Pension Scheme Assets

Local Government Pension Scheme Assets investments as at 31st December 2021 (full scheme not Central South Consortium element) are comprised as follows:

	Fair Value of Scheme Assets	
	2020/21 £'000	2021/22 £'000
UK Equities	432,535	443,447
Overseas Equities	2,688,782	2,870,331
UK Fixed Interest Gilts	401,988	563,640

UK Corporate Bonds	575,814	607,650
Property	280,848	317,833
Cash and net current assets	37,085	16,991
Total	4,417,052	4,819,892

15.7 Basis for Estimating Assets & Liabilities

Roll-forward of Assets

The valuation results from the last full valuation of the Fund (or results at the previous accounting date as appropriate) are adjusted to the accounting year-end allowing for:

- Investment returns, and
- Cash-flows including investment returns on those cashflows.

The asset value at the start of the accounting period is accumulated with the Fund investment return over the accounting period. Net cashflows are assumed to be paid half way through the period and accrue half of the Fund investment return over the period.

Roll-forward of Liabilities

The valuation results from the last full valuation of the Fund (or results at the previous accounting date as appropriate) are adjusted to allow for the later calculation date (by adding interest to the liabilities) and make allowance for changes in liabilities due to:

- The accrual of new benefits and the discharge of liabilities from the payment of benefits.
- The financial and demographic assumptions adopted at the year-end.
- The impact of any known experience affecting the liabilities, such as the impact of actual pension increases on pensions in payment and deferred benefits.
- If applicable, the impact of events which result in a change in the liability such as past service costs, settlements and curtailments.

The full valuation was based on funded benefits and the principal assumptions used by the actuary have been:

	31/03/21	31/03/22
Long-Term Expected Rate of Return on Assets in the Scheme (in line with the discount rate)	4.25%	4.25%
Mortality Assumptions:		
Longevity at 65 for current pensioners:		
Men	21.8	21.6
Women	24.1	23.9
Longevity at 65 for future pensioners:		

Men	22.8	22.6
Women	25.6	25.4
CPI Inflation	2.7%	3.0%
Rate of Increase in Salaries	3.95%	4.25%
Rate of Increase in Pensions	2.7%	3.0%
Rate for discounting scheme liabilities	2.1%	2.7%
Take-up of Option to Convert Annual Pension into Retirement Lump Sum:		
Post-2010 Service	80%	80%
Pre-2010 Service	80%	80%

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above. The sensitivity analyses below have been determined based on reasonably possible changes of the assumptions occurring at the end of the reporting period and assumes for each change that the assumption analysed changes while all the other assumptions remain constant.

	Increase in Assumption £'000	Decrease in Assumption £'000
Longevity (Increase or Decrease in 1 Year)	1,156	(1,123)
Rate of Increase in Salaries (increase or decrease by 0.1%)	66	(66)
Rate of Increase in Pensions (increase or decrease by 0.1%)	627	(627)
Rate for Discounting Scheme Liabilities (increase or decrease by 0.1%)	(693)	693

15.8 Contributions for the Accounting Period ending 31st March 2023

The Employer's regular contributions to the Fund for the accounting period ending 31st March 2023 are estimated to be £236k (£199k as at 31st March 2022).

16.0 Retirement Benefits – Defined Contribution Scheme

Staff employed on Teachers terms and conditions are members of the Teachers' Pension Scheme. The scheme provides teachers with specified benefits upon their retirement and the Joint Committee contributes towards the costs by making contributions based upon a percentage of members' pensionable salary.

The Scheme is technically a defined benefit scheme. However, the Scheme is unfunded and the Department for Education uses a notional fund as the

basis for calculating the employer’s contribution rate paid by local authorities. The Council is not able to identify its share of underlying financial position and performance of the Scheme with sufficient reliability for accounting purposes. For the purposes of this Statement of Accounts, it is therefore accounted for on the same basis as a defined contribution scheme.

In 2021/22, the Joint Committee paid £94k to the Teachers’ Pension Fund in respect of teachers’ retirement benefits, representing 23.68% of pensionable pay (£94k was paid in 2020/21 representing of 23.68% pensionable pay). There were no contributions remaining payable at the year-end.

17.0 Events after the Balance Sheet Date

The draft, unaudited Statement of Accounts will be authorised for issue by the Director of Finance and Digital Services, as Chief Finance Officer, following approval by the Joint Committee. Events taking place after this date are not reflected in the financial statements or notes. Where events taking place before this date provide information about conditions existing at 31st March 2022, the figures in the financial statements and notes have been adjusted in all materials respects to reflect the impact of this information. There are no events that took place after 31st March 2022 requiring disclosure providing information that is relevant to an understanding of the Central South Consortium’s financial position.

18.0 Reconciliation of Comprehensive Income and Expenditure Account to Cash flow

2020/21 £'000		2021/22 £'000
1,022	(Surplus)/Deficit on the Provision of Services	1,603
(600)	(Increase)/Decrease in Creditors	482
(94)	Increase/(Decrease) in Debtors	30
(890)	IAS 19 Transactions	(1,469)
(562)	Cash (Inflow)/Outflow from Revenue Items	646

19.0 Contingent Liabilities

Cost Management Process in the LGPS

Please refer to Assumptions Made About the Future and Other Major Sources of Estimation Uncertainty (4.0)

Legislation requires HM Treasury and the Scheme Advisory Board (SAB) to undertake periodic valuations to monitor the cost of the LGPS to ensure it

remains sustainable and affordable. This is referred to as the “Cost Management Process”. HM Treasury and the Scheme Advisory Board had paused their reviews following the McCloud judgement in the Court of Appeal. These have now been unpaused and HMT Directions were made over 2021, allowing SAB and HMT reviews to proceed. The outcome of the SAB review has been published and recommended no changes to the provisions of the scheme. It is expected that the outcome of the HMT review will also recommend no changes. The legality of the Government’s decision to include McCloud costs as a member cost within the 2016 HMT process is being challenged by a Judicial Review brought by trade unions. If the Judicial Review is successful, this may cause the 2016 HMT process to be re-run and could result in changes to benefits or member contributions backdated to 1st April 2019.

No allowance has been made for the potential cost of improving members benefits under these reviews.

20.0 Officers’ Remuneration

During 2021/22, the Consortium paid 90 employees on average every month (81 in 2020/21). Over the year, salary payments totalled £4,184k (excluding employer’s national insurance and pension contributions) (£3,724k in 2020/21).

Under the Accounts and Audit (Wales) Regulations 2014, the Joint Committee must disclose in their accounts the number of employees (excluding specific senior employees who are shown in Note 20.0) whose remuneration in the year fell in each bracket of a scale in multiples of £5,000 commencing at £60,000 (excluding pension contributions). The disclosure includes redundancy payments.

The following salary payments were made within the categories specified:

Remuneration Band	2020/21			2021/22		
	No. of Employees			No. of Employees		
	At 31/03/20	Left in Year	Total	At 31/03/21	Left in Year	Total
£60,000 - £64,999	11	0	11	11	0	11
£65,000 - £69,999	5	0	5	9	0	9
£70,000 - £74,999	2	0	2	5	0	5
£75,000 - £79,999	0	0	0	1	0	1
£80,000 - £84,999	0	0	0	0	0	0
£85,000 - £89,999	1	0	1	0	0	0
£90,000 - £94,999	0	0	0	0	0	0

£95,000 - £99,999	0	0	0	0	0	0
£100,000 - £104,999	0	0	0	0	0	0
£105,000 - £109,999	0	0	0	0	0	0
£110,000 - £114,999	0	0	0	0	0	0
Total	19	0	19	26	0	26

21.0 Senior Officers

The following table sets out the remuneration for specific Senior Officers whose salary is less than £150k but greater than £60k. There are no Senior Officers whose salary is greater than £150k. Employer pension contributions and compensatory payment in relation to loss of employment are included.

Post Holder Information	2021/22				
	Salary	Taxable Benefits in Kind	Compensation for loss of employment	Employer's Pension Contributions	Total
	£'000	£'000	£'000	£'000	£'000
Managing Director *	115	0	0	7	122
Deputy Managing Director **	94	0	0	6	100
Assistant Director – Standards & Improvement Planning **	81	0	0	5	86
Assistant Director – Curriculum **	82	0	0	5	87

* Total amount of salary, fees or allowances paid to or receivable during 2021/2022 excludes £1k that relates to 2020/2021 but was remunerated to the senior officer during 2021/2022 part of which (£2k) will be remunerated to the senior officer during 2022/2023.

** Includes the total amount of salary, fees or allowances paid to or receivable during 2021/2022, part of which (£1k) will be remunerated to the senior officer during 2022/2023.

The comparative figures for 2020/21 are shown in the following table:

	2020/21
--	----------------

Post Holder Information	Salary	Taxable Benefits in Kind	Compensation for loss of employment	Employer's Pension Contributions	Total
	£'000	£'000	£'000	£'000	£'000
Managing Director ***	113	0	0	7	120
Deputy Managing Director (from 01/04/2020)	92	0	0	6	98
Senior Lead – Standards & Improvement Planning (up to 31/08/2020) / Assistant Director – Standards & Improvement Planning (from 01/09/2020)	80	0	0	5	85
Assistant Director – Curriculum (from 01/01/2021) ****	20	0	0	1	21

*** Includes the total amount of salary, fees or allowances paid to or receivable during 2020/2021, part of which (£1k) will be remunerated to the senior officer during 2021/2022.

**** The Assistant Director – Curriculum previously held the post of Senior Lead – Curriculum Reform (up to 31st December 2020) via a secondment arrangement and is not included in this note as the post-holder was an officer of the employing local authority (Cardiff) rather than the Consortium itself.

The salary for the Director of Finance and Digital Services, who signs the accounts on page 11, is not included in this note as the post-holder is a senior officer of the Host Authority rather than the Consortium itself.

22.0 Severance Costs

There has been no cost of severance to the Consortium in respect of employees who have left the employment of the Consortium during the financial year.

CENTRAL SOUTH CONSORTIUM

DRAFT ANNUAL GOVERNANCE STATEMENT 2021/22

1. SCOPE OF RESPONSIBILITY

1.1 The Central South Consortium (CSC) is a Joint Education Service commissioned by five Local Authorities namely:

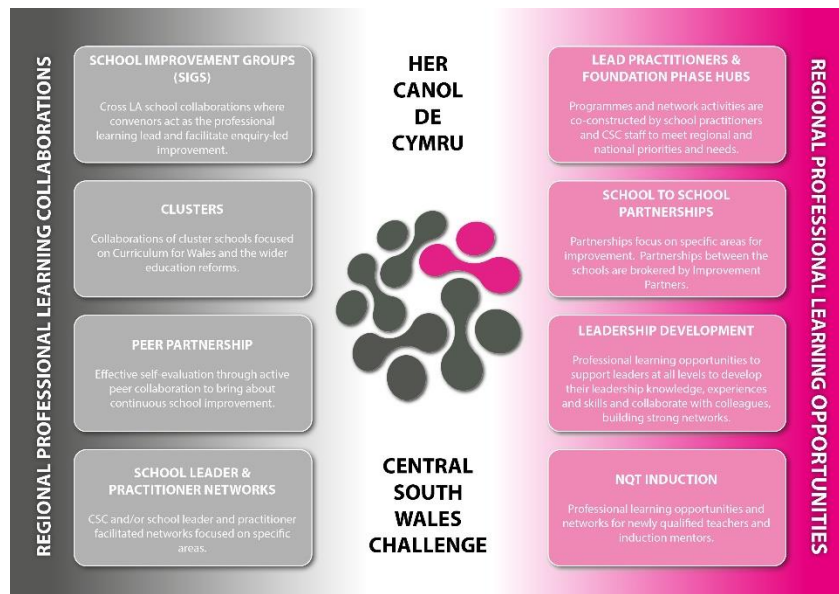
- Bridgend CBC;
- Cardiff CBC;
- Merthyr Tydfil CBC;
- Rhondda Cynon Taf CBC; and
- Vale of Glamorgan CBC.

Central South Consortium covers the needs of 380 schools and 152,141 pupils in the region.

1.2 In January 2014, Central South Wales Challenge was launched with the aim of raising standards across all schools within the region and to stimulate the sharing of expertise amongst schools and joint efforts to innovate to:

- Improve the performance of every school;
- Increase the numbers of good and excellent schools;
- Reduce the gap between high and low performing groups of learners; and
- Improve outcomes for vulnerable groups of pupils.

Subsequently the [Central South Wales Challenge](#) has developed and consists of a number of different strategies:



- 1.3 Rhondda Cynon Taf County Borough Council (RCTCBC) is responsible for ensuring that its business and that of the Joint Education Committee, for which it has administrative responsibility, is conducted in accordance with the law and proper standards, and that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively.
- 1.4 In discharging this overall responsibility, CSC is responsible for putting in place proper arrangements for the governance of its affairs and facilitating the effective exercise of its functions, which includes the arrangements for the management of risk.
- 1.5 The Annual Governance Statement of CSC aims to provide an accurate representation of the governance arrangements in place for financial year ending 31st March 2022.

2. THE PURPOSE OF THE GOVERNANCE FRAMEWORK

- 2.1 The governance framework comprises the systems, processes, and cultural values by which CSC is directed and controlled, and the activities through which it accounts to and engages with stakeholders. It enables CSC to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate, cost-effective services.
- 2.2 The system of internal control is a significant part of that framework and is designed to manage the risk to a reasonable level. It cannot eliminate all risk of failure to achieve aims and objectives and can therefore only provide reasonable and not absolute assurance of effectiveness.
- 2.3 The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of CSC's priorities, to evaluate the likelihood and impact of those risks materialising, and to manage them efficiently, effectively, and economically.
- 2.4 CSC has responsibility for conducting, at least annually, an assessment of its governance framework including the system of internal control. The assessment is informed by the work conducted by external agencies and internal arrangements, including performance management arrangements.
- 2.5 The following paragraphs summarise the overall governance framework and the system of internal control, which has been in place for CSC for the year ended 31st March 2022 (and up to the date of approval of the 2021/22 Statement of Accounts).

3.0 THE GOVERNANCE FRAMEWORK

3.1 CSC has used the *Delivering Good Governance in Local Government: Framework (2016)* in compiling its Annual Governance Statement. The Framework comprises two Core Principles and five Supporting Principles:

Core principles

- Behaving with integrity, demonstrating strong commitment to ethical values and respecting the rule of law; and
- Ensuring openness and comprehensive stakeholder engagement.

Supporting Principles

- Defining outcomes in terms of sustainable economic, social and environmental benefits;
- Determining the interventions necessary to optimise the achievement of the intended outcomes;
- Developing the entity’s capacity, including the capability of its leadership and the individuals within it;
- Managing risks and performance through robust internal control and strong public financial management; and
- Implementing good practices in transparency, reporting and audit to deliver effective accountability.

3.2 The Core Principles permeate implementation of the Supporting Principles with the need for CSC to be committed to improving governance on a continual basis through a process of evaluation and review.

3.3 CSC has applied these principles to structure its Annual Governance Statement for financial year ending 31st March 2022 and to assess the arrangements in place.

3.4 CSC has a range of governance arrangements in place, in line with the ‘Delivering Good Governance in Local Government Framework’, many of which are set out in CSC’s legal agreement and / or are part of the governance arrangements of RCTCBC that have been adopted by CSC. Table 1 provides examples of the key systems, processes and documents in place within CSC during 2021/22.

Table 1 - Examples of key systems, processes and documents in place within the CSC

Good Governance Principles	Examples of key systems, processes and documents in place within CSC
Behaving with integrity, demonstrating strong commitment	<ul style="list-style-type: none"> • Rules of Procedure – covering Council, Open Government, Access to Information, Budget and Policy Framework, Executive, Overview and Scrutiny, Officer

<p>to ethical values and respecting the rule of law</p>	<p>Employment and Contract and Financial Procedure Rules. The rules set out arrangements to be followed by elected Councillors and Officers when conducting the CSC’s business with the aim of publicly demonstrating accountability and openness.</p> <ul style="list-style-type: none"> • <u>Whistle-blowing Policy</u>– promoting the highest possible standards of service and setting out how workers can bring information about a wrongdoing to the attention of CSC. • Anti-fraud, Bribery & Corruption Strategy. • Gifts and hospitality Policy. • <u>Comments, Compliments and Complaints</u> – setting out how the Council / CSC handles and responds to the feedback (complaints, compliments and comments). • Officer Guide. • Staff Handbook.
<p>Ensuring Openness and comprehensive stakeholder engagement</p>	<ul style="list-style-type: none"> • Forward plans for committee meetings together with the matters to be considered, where appropriate.
<p>Defining outcomes in terms of sustainable economic, social and environmental benefits</p>	<ul style="list-style-type: none"> • Performance Management Framework. • Business Plan and Operational Delivery Plans. • Regular Performance Reports to Joint Committee (including Risk Register updates). • Risk Management Strategy. • Annual Revenue Budget Strategy. • Medium Term Financial Plan.
<p>Determining the interventions necessary to optimise the achievement of the intended outcomes</p>	<ul style="list-style-type: none"> • Scrutiny Committees. • Challenge and Review sessions with Welsh Government.
<p>Developing the entity’s capacity, including the capability of its leadership and the individuals within it</p>	<ul style="list-style-type: none"> • Business Plan • Staff Handbook. • Schemes of Delegation. • Self-evaluation process. • Regional Evaluation & Improvement Session
<p>Managing risks and performance through robust internal control and strong public</p>	<ul style="list-style-type: none"> • Risk Management Strategy. • Annual Performance Report (including Risk Register updates). • An Internal Audit function.

financial management	<ul style="list-style-type: none"> • Budget and Policy Framework Procedure Rules and Contract and Financial Procedure Rules. • Medium Term Financial Plan.
Implementing good practices in transparency, reporting and audit to deliver effective accountability	<ul style="list-style-type: none"> • Statement of Accounts. • Annual Governance Statement. • Production of reports on key areas of business. • Internal Audit.

3.5 Legal Agreement

On the 20th April 2015 all parties entered into and signed a revised legal agreement which superseded all previous legal agreements between the Partners. This agreement consolidated the legal arrangements relevant to CSC into one Agreement. From this point forward within the Annual Governance Statement, reference will be made to the ‘Legal Agreement’.

3.5.1 The Legal Agreement for Central South Consortium Joint Education Service Joint Committee provides the governance framework within which the Service operates and allocates responsibility and accountability, as follows:

- The Host Authority;
- The Directors’ Steering Group;
- The Advisory Board;
- Operational Management Group;
- Central South Consortium Joint Education Committee; and
- Financial Management.

3.5.2 The legal agreement is currently under review to bring in line with recent changes to governance arrangements (as outlined in section 5.3.8 below) and will be taken to Joint Committee for consideration.

3.6 The Host Authority

The Legal Agreement formally assigns RCTCBC as the Host Authority for CSC. RCTCBC provides all support services (save for the day to day administration undertaken by staff in accordance with their duties) required, including but not limited to:

- Financial (Section 151 Officer as defined by section 151 of the Local Government Act 1972, Accounts, Payroll, Creditors, Debtors, Insurance);
- Human Resources;

- Health & Safety;
- Legal;
- ICT;
- Estates;
- Internal Audit (facilitated by the Regional Internal Audit Service, (RIAS)); and
- Procurement.

The costs of which, where relevant, are charged to Central South Consortium Joint Education Service Joint Committee through Service Level Agreements.

- 3.7 The Constitution of RCTCBC, which has the financial stewardship of CSC, allocates functions and responsibility within the Authority. It also regulates the behaviour of individuals (Members & Officers) and groups through codes of conduct, protocols and rules of procedure. All functions undertaken by CSC should be done so in accordance with all relevant Policies and Procedure Rules of RCTCBC.

3.8 **Officer Conduct**

To ensure a consistent approach to working practices and processes, all officers are subject to the terms and conditions of employment (which are based on RCTCBC's operating terms and conditions).

3.9 **COVID-19**

On the [18th March 2020](#), an Urgent Decision of the Leader of the RCT CBC set out the current emergency planning arrangements for COVID 19 at UK, Wales and locality levels and the potential implications for Council services.

Further to the arrangements put in place during 2020/21, decision making and governance continued to operate in compliance with CSC's Legal Agreement for 2021/22. Due to social distancing, all meetings arranged under our governance arrangements have met virtually using either Microsoft Teams or Zoom video conferencing. The Senior Management Team and Senior Leadership Team have also met weekly allowing decision making to continue.

The Local Authorities (Coronavirus) (Meetings) (Wales) Regulations 2020 have changed the pre-existing laws to enable fully remote meetings to take place as long as those participating can hear and be heard. It also provides for the distribution and publication of all associated documents via electronic means only. As a result, the Joint Committee will continue its committee functions and, in consultation with the Chairs of the Committees, virtual meetings will continue to be held.

The impact of the COVID-19 virus on CSC has been managed and reported in the risk register to reflect the challenges faced in the ongoing delivery of the school improvement service during the pandemic, with updates also reported to the Joint Committee.

4.0 ASSESSING CSC'S GOVERNANCE ARRANGEMENTS

4.1 In line with the Core and Supporting Principles of the Framework, the approach taken to assess CSC's arrangements has been to:

- Set out a brief description of the arrangements and procedures in place together with the key outcomes CSC is aiming to achieve;
- Examine and document the main activities that have taken place around these areas, taking account of supporting evidence from CSC's internal processes and Audit Wales reports published on CSC;
- Form a view on the extent to which the activities comply with the procedures in place; and
- Make proposals for improvement, where appropriate, together with recommended timescales for implementation and responsible officers.

4.2 The assessment of CSC's governance arrangements is set out in Section 5.

5.0 ASSESSMENT OF GOVERNANCE ARRANGEMENTS

5.1 PROGRESS MADE TO IMPLEMENT RECOMMENDATIONS REPORTED IN THE 2020/21 ANNUAL GOVERNANCE STATEMENT

The 2020/21 Annual Governance Statement made 10 proposals for improvement. An update on progress was reported to Central South Consortium Joint Education Service Joint Committee on 16th December 2021 and following consideration the Committee RESOLVED: *to note the progress that has been made to date in implementing the proposals for improvement.*

As at 31st March 2022, progress had been made against the 10 proposals:

- 8 proposals for improvement have been implemented.
- 2 proposals for improvement were 'in progress' and will be completed during 2022/23 – it is considered that the part implementation status for these areas did not have an adverse impact on the robustness of CSC's governance arrangements during the year.

Based on the above, it is considered that overall, sufficient progress has been made during 2021/22 in the delivery of the proposals for improvement with the requirement for further work to be completed in 2022/23. A detailed position statement is set out at Appendix A.

5.2 BEHAVING WITH INTEGRITY, DEMONSTRATING STRONG COMMITMENT TO ETHICAL VALUES, AND RESPECTING THE RULE OF LAW

Behaving with integrity

- 5.2.1 CSC follows the Host Authority Constitution which sets down how it should operate, how decisions need to be made and the procedures to be followed to ensure they are efficient, transparent and available to local people. Within the Constitution there are a number of [Rules](#)⁴ and [Protocols](#)⁵ that aim to ensure both elected Councillors and employees behave with integrity.
- 5.2.2 CSC has put in place procedures to be followed by the Joint Education Committee when conducting meetings and making decisions during the year to publicly demonstrate an accountable, open and honest approach. This has included considering the accuracy of ‘meeting minutes’⁶; recording declarations of personal interest; publishing reports on RCT’s website prior to meetings taking place; making decisions based on evidenced based reports; and publishing the minutes of meetings. A review of a sample of Joint Education Committee meetings during the year revealed that the above-mentioned procedures had been followed.

CSC employees

- 5.2.3 CSC Legal Agreement outlines the role of RCTCBC as the host authority. As part of this agreement, CSC adopts the policies of RCT including an Officer Code of Conduct that has been used to create an easy to understand ‘Basic Rules – A Guide for Employees’ and includes information in relation to, amongst other things, expected behaviour, use of social media, appearance and attendance. The guide is available on-line for all employees.
- 5.2.4 All officers who started employment with CSC were provided with a local induction. In parallel, an Individual Performance development process was in place to support the personal development of officers, this being overseen by management within the CSC and supported by the Human Resources Service within Rhondda Cynon Taf. As a result of the COVID 19 pandemic, the usual performance management processes were suspended during 2020/21 and replaced with virtual discussion and support with team members. During 2021/22 the process was revised and a new Performance Development system was introduced.

Arrangements in place to tackle potential misappropriation

⁴ Rules – for example, Financial and Contract Procedure Rules

⁵ Protocols – for example, Gifts and Hospitality Policy

⁶ Meeting minutes – a formal and agreed record of the events that took place at each meeting.

- 5.2.5 In the event that an officer decides to operate outside of the intended terms and conditions of employment, arrangements were in place for officers to “blow the whistle” through RCT’s [Whistleblowing Policy & Procedure](#).
- 5.2.6 In addition to the Whistleblowing arrangements, there were arrangements in place to tackle potential [fraud, bribery and corruption](#).
- 5.2.7 RCTCBC’s Governance and Audit Committee has overall responsibility for overseeing the governance arrangements in place in respect of ‘tackling potential fraud, bribery and corruption’ and ‘whistle-blowing’. Updates received by the Governance and Audit Committee during the year in respect of these arrangements were:

Anti-Fraud, Bribery & Corruption

- 5.2.8 On the 6th December 2021, a progress update was reported against the Anti-fraud, Bribery and Corruption Work Programme for 2021/22. Following this, on the 23rd March 2022, the Anti-fraud Annual Report 2021/22 was reported that outlined the progress made against the Anti-fraud, Bribery and Corruption Work Programme for 2021/22 alongside a proposed work programme for 2022/23. The overall conclusion set out in the March 2022 report, based on the work undertaken during the year, was that the Council has taken necessary preventative steps to raise awareness around vigilance and appropriate sharing of intelligence across the anti-fraud network. Both the December 2021 and March 2022 updates were reviewed and noted by the Governance and Audit Committee.

Whistle-Blowing

- 5.2.9 At the 26th April 2021 Audit Committee, Members agreed to approve the proposed update to the Council’s Whistleblowing Policy & Procedure, and instructed the Director of Human Resources to publish and raise awareness of the updated document. In line with this, a Council wide email / notification was circulated to Council staff and whistleblowing continued to be part of staff induction arrangements.
- 5.2.10 At the 23rd March 2022 Governance and Audit Committee, the Whistleblowing Annual Report 2021/22 was presented and concluded that the Whistleblowing Policy and Procedure continues to be fit for purpose and that the Council’s whistleblowing arrangements are appropriate. The Governance and Audit Committee resolved to approve the Whistle-blowing Annual Report 2021/22 in line with the requirements placed upon the Council by the Prescribed Persons (Reports on Disclosures of Information) Regulation 2017.

- 5.2.11 Gifts and Hospitality Policy – CSC aligns to the RCT Gifts and Hospitality Policy with arrangements in place, via registers, to record gifts and hospitality in line with the Policy.

Demonstrating strong commitment to ethical values

- 5.2.12 Ethical Values: CSC employees - CSC has described what excellent behaviour looks like for each type of job, for example, '*always treat people with respect*', and this information is used to test candidates suitability for jobs at interview and is used to inform discussions managers have with their staff as part of their development.

5.2.13 The Council's supply chains

The Council plays a significant role in the utilisation of national framework contracts as well as local contractual arrangements, and is responsible for ensuring that its business is conducted in accordance with the law, applies high ethical values, that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively. The Council's Contract Procedure Rules provides the framework to achieve this and the 'Procurement Policy – Social Responsibility' aligns with the three key initiatives issued by Welsh Government, namely Community Benefits; Code of Practice Ethical Employment in Supply Chains; and Opening Doors: the Charter for SME Friendly Procurement.

<https://www.rctcbc.gov.uk/EN/Council/CouncillorsCommitteesandMeetings/DelegatedDecisions/RelatedDocuments/Decisions/2019to2020/ProcurementPolicySocialResponsibility.pdf>

Respecting the rule of law

- 5.2.14 The Managing Director position leads CSC's officers and chairs the Senior Management Team.

5.3 ENSURING OPENNESS AND COMPREHENSIVE STAKEHOLDER ENGAGEMENT

Openness

- 5.3.1 Members of Central South Consortium Joint Education Service Joint Committee are governed by the Code of Conduct of their relevant Council. The Codes of Conduct for Councillors and employees within the Constitution of the Host Authority are built on the principles of openness, transparency and honesty.

General Data Protection Regulation

5.3.2 The General Data Protection Regulation (GDPR) came into force on the 25th May 2018. CSC took steps during 2018/19 to demonstrate accountability and transparency when handling and processing personal and sensitive information that it holds in respect of individuals. These arrangements were maintained during 2021/22 by:

- Formally recording the lawful basis upon which data / information is processed within suites of documents called Data Protection Registers; and
- Establishing 'Privacy Notices' that are available on CSC's website setting out how it intends to use information and how it will deliver its services and statutory responsibilities.

An internal group developed relevant policy papers and refined processes and procedures to ensure GDPR compliance, working closely with the RCTCBC Information Management team.

It is considered that the publication of this information continues to support CSC in complying with the GDPR and demonstrates openness and transparency when dealing with its customers.

Freedom of Information and Subject Access Requests

5.3.3 CSC operated a Freedom of Information (FOI) Act 2000 publication scheme in accordance with legislative requirements. FOI updates are provided to Joint Committee on an annual basis and during 2021/22 two FOI requests were received and were responded to within 20 working days. Also one Subject Access Request was received and was also responded to within one calendar month period.

This information is scheduled to be reported to the Joint Committee on 7th June 2022.

Planning ahead

5.3.4 CSC consulted with stakeholders on its vision and priorities for 2021/22 and set these out in a document called 'Business Plan 2021/22'; this Plan was agreed by Joint Education Committee on 18th March 2021. During 2021/22, the Joint Committee has received business plan priority updates as self-standing agenda items and a review of business plan progress is reported annually (the latest review, relating to 2021/22, was reported to Joint Committee on 17th March 2022). Based on the updates provided, it is considered that appropriate and regular information is made available to the Joint Committee to review and challenge performance and hold Management of CSC to account.

Looking ahead, it is likely that there will be uncertainty on future year resource levels provided by the UK Government to Welsh Government due to, amongst other things, the impact of COVID-19. The 15th July 2021 Joint Committee meeting agreed an indicative revenue budget across a 3-year time horizon (2022/23 to 2024/25), as part of the Consortium's medium term financial planning arrangements; this position will be refreshed in 2022/23 to continue to support future service planning.

Openness – Forward work programmes

- 5.3.5 CSC had in place a forward work plan of Committee meetings for 2021/22 together with the matters to be considered and, at the 7th June 2022 Joint Committee meeting, a forward workplan for the 2022/23 municipal year is scheduled to be reported.

Decision making and scrutiny of decisions made

- 5.3.6 During the year, Central South Consortium Joint Education Service Joint Committee made key decisions, for example, reviewing and agreeing CSC Business Plan, Core Revenue Budget and Annual Governance Statement.

The Central South Consortium Joint Education Service Joint Committee is one of the main decision-making bodies within CSC and throughout 2021/22 received 38 reports, 36 of which were made publicly available prior to the meetings and 2 were excluded from the press / public on the grounds that the items of business involved the likely disclosure of exempt information.

Key decisions were also taken by the Directors of Education from each of the local authorities at the Director Steering Group meetings⁷.

Based on the above information it is considered that the decision-making arrangements that operated during 2021/22 were open and transparent, and compliant with the CSC's Legal Agreement.

Finally, a review of a sample of Joint Education Committee Reports for 2021/22 has confirmed that a consistent format was used.

Engagement with stakeholders

- 5.3.7 The arrangements for engagement with stakeholders were originally as follows:
- **Directors' Steering Group** – The Directors' Steering Group comprises the Directors of Education from each of the five local authorities that make up

⁷ Subsequently known as the CSC Management Board

the CSC. This group is responsible for delegated decision making on behalf of each local authority.

The membership, decision making process, meetings and the terms of reference for the Director's Steering Group are documented within Schedule 2 of the Legal Agreement.

- **Senior Leadership Group** - The Group comprises the senior management team of the CSC as well as Principal Improvement Partners for each local authority,. Senior officers with strategic responsibilities are also part of the leadership group. The objective of the group is to deliver school improvement activities with the aim of raising educational standards.

The membership, decision making process, meetings and the terms of reference for all groups are documented within Schedule 3 of the Legal Agreement.

- **Central South Consortium Joint Education Service Joint Committee**

The Joint Education Committee comprises of one elected Member from each Council and one officer representative with responsibility for Education from each Council.

The Joint Education Committee has the powers of each Council with reference to the provision of a Joint Education Service and its performance as set out in the Legal Agreement and guided by the Welsh Government's 'National Model for Regional working'.

The purpose of the Joint Education Committee is to be responsible for the decision making, approval of the business plan, monitoring and accountability and financial reporting of the CSC arrangements in line with its own business plan.

The membership, decision making process, meetings and the terms of reference for the Joint Education Committee are documented within Schedule 4 of the Legal Agreement.

- 5.3.8 The Joint Committee agreed to commission ISOS to undertake an independent review of the Consortium at its October 2018 meeting. The context to the review was the national changes to the education system and the financial pressures facing schools and Local Authorities. As part of implementing agreed recommendations from the review, the Joint Committee meeting on the 16 December 2020 agreed to amend the Governance structure in order to:-

- consider the benefits of bringing different groups together into one overarching decision making board;

- Review the role being played by Joint Consortium Committee;
- Strengthen its function as a forum to share and problem solve together; and
- Strengthen the connection between clusters, local heads groups and the Consortium.

5.3.9 A revised structure was agreed in order to ensure that all stakeholders have a voice in the system and there are opportunities for each stakeholder group to meet to focus on issues related to the sector. Each group now has a revised terms of reference and will be included in the proposed revised legal agreement (subject to consideration / approval by the Joint Committee). The new governance structure is as follows:

- Joint Committee
- CSC Management Board
- Regional Stakeholder Group
- Senior Leadership Team
- Governor Stakeholder
- Partnership Group

5.3.10 There were a broad range of communication methods on offer to encourage stakeholders to express their views during 2021/22; this included social media, focus group discussions with regional stakeholder groups and the Annual Survey which took place during November 2021.

5.3.11 **Proposal for Improvement**

Undertake a stakeholder survey across the region as part of CSC's business plan priority to improve the effectiveness and efficiency of CSC.

5.4 **DEFINING OUTCOMES IN TERMS OF SUSTAINABLE ECONOMIC, SOCIAL, AND ENVIRONMENTAL BENEFITS**

Defining outcomes

5.4.1 CSC's 'Business Plan 2021-2022' was approved by the Joint Education Committee on the 18th March 2021 and identified five overarching improvement priorities:-

- Develop a high-quality education profession;
- Develop inspirational leaders to facilitate working collaboratively to raise standards;
- Develop strong and inclusive schools committed to wellbeing, equity and excellence;

- Develop robust assessment, evaluation and accountability arrangements supporting self-improving systems; and
 - Improve the effectiveness and efficiency of CSC.
- 5.4.2 CSC's Revenue Budget for the 2021/22 financial year was approved at the 16th December 2020 Joint Committee meeting, aligning resources to business plan priorities.
- 5.4.3 Following approval of the Business Plan and Revenue Budget, Operational Plans were put in place for each priority, in line with resources available, detailing outcome aims, the actions to be delivered with timescales for delivery and performance indicators.
- 5.4.4 A review of performance indicator targets included within the Business Plan identified that there is a clear ambition for the CSC to improve in its priority areas.
- 5.4.5 Throughout 2021/22 action plan progress updates have been made public through Joint Education Committee meetings that also contain information on financial performance, strategic risks and investment linked to Business Plan priorities. This has included preparation for Curriculum Reform.
- 5.4.6 Progress with the Business Plan has also been monitored by Welsh Government as part of Regional Challenge and Review Meetings, including a meeting with Welsh Government officials on 21st March 2022. For 2021/22 76.87% of CSC's Business Plan was funded from Welsh Government, 23.10% from EWC and 0.03% from LA contributions (this excludes core contributions from LAs to fund core areas of business).

Proposal for Improvement

- 5.4.7 Further develop the Medium-Term Financial Plan during 2022/23 regarding the needs of schools following the COVID 19 pandemic and the implementation of Curriculum for Wales. This will ensure resources are allocated / categorised over Business Plan priorities.

Propose an amendment to the Legal Agreement to allow for LA priorities and outcomes of self-evaluation to be embedded within the Business Plan of CSC.

5.5 DETERMINING THE INTERVENTIONS NECESSARY TO OPTIMISE THE ACHIEVEMENT OF THE INTENDED OUTCOMES

Determining and planning interventions

- 5.5.1 CSC's Legal Agreement lays down the key requirements to be followed when setting its priorities, reporting the extent of progress made in priority areas and

also the financial planning and management arrangements that support this. These include the requirement to:

- Agree the draft School Improvement Service annual revenue budget by the 31st December prior to the start of the financial year and submit to each of the Parties for approval with the business plan to be agreed by the 1st February; and
- Publish financial and performance progress updates on a termly basis during the year, which will include explanations of any variances against the profiled budget.

5.5.2 When the above requirements were reviewed for the 2021/22 financial year:

- Performance Reports were presented to the Joint Education Committee and the Local Authority Scrutiny Committees during the year, with performance reports also presented to Welsh Government officials as part of the Challenge and Review meetings. A review of information reported during the year identified that updates on financial performance; progress against Business Plan priorities; and strategic risks were reported to Joint Committee meetings. In addition, the financial and performance information reported also highlighted and explained exceptions, and noted where corrective action would be taken.

5.5.3 Based on the above, it is considered that the information published during the year would provide opportunity for stakeholders to understand CSC's performance and hold it to account.

Optimising achievement of intended outcomes

5.5.4 CSC's Business Plan set out how the agreed 1% decrease in core funding would be delivered and managed during 2021/22.

5.5.5 With this context in mind, CSC took steps to plan the allocation of resources and put in place arrangements to maximise its impact.

Maximising impact

5.5.6 Due to the COVID-19 pandemic, WG has cancelled most of the statutory data collections for both 2020 and 2021. The collections suspended include:

- Attendance: Primary 2020 and 2021 data collections
- Attendance: Secondary 2020 and 2021 data collections
- National Data Collections (NDC) 2020 and 2021 data collections

5.5.7 WG continued to collect the Pupil Level Annual School Census (PLASC) and Educated Other Than At School (EOTAS) data collections in both 2020 and 2021. However, the collection in 2021 was delayed until June 2021 with the

census date being changed to 20th April 2021 for PLASC 2021 and between the census window of 19th April 2021 and 23rd April 2021 for the EOTAS 2021 collection. Analysis of this information has been published by WG in early September 2021. Comparisons to the 2020 data collection should be treated with an element of caution, as not all the validation checks were completed on the 2020 PLASC.

- 5.5.8 WG confirmed on 21 June 2021 that the Statistical Releases for NDC Core, NDC non-core, WNT, Attendance Primary and Attendance Secondary were suspended for reporting on data from 2020-21. In addition, the Statistical releases related to , “Attainment by eligible for Free School Meals (eFSM)/ not eligible for Free School Meals (nFSM) (Foundation Phase (FP)-Key Stage 3 (KS3))” and “Absenteeism by pupil characteristics” were also suspended for 2020-21 data.
- 5.5.9 The Minister for Education also confirmed on 21 June 2021 that WG would not be publishing performance measures related to the 2021 summer examinations series, which covers all school and post-16 performance measures for the 2020-21 academic year. In addition, given the clear implications that there will be ongoing challenges for qualifications awarded next year, WG have suspended Key Stage 4 and legacy sixth form performance measures for 2021-22 academic year also. Therefore, there are no performance measures available for KS4 or Post-16 for Summer 2020 and 2021 results, and these will also not be available for results published for Summer 2022.
- 5.5.10 The Statistical bulletins for GCSE and A Level result will continue to be published for 2020-21 as made available for 2019-20 but they will not contain Key Stage 4 or legacy sixth form performance measures and will only include National level data with amended content to previous releases of these bulletins.
- Therefore, for 2020-21 there are no publicly available performance measures at School, LA or Regional Consortia level that can be included in this report, as was the situation for last year.
- 5.5.11 The publication of performance data on My Local School is also suspended, with the publication of the national categorisation also being suspended for 2021-22 due to the processes not being held for the academic years 2020-21 and 2021-22 This report does not contain any information for the National Categorisation as this was included in the report published last year.
- 5.5.12 All Estyn inspections were suspended from March 2020 due to the Covid-19 pandemic, however Estyn monitoring visits were resumed in July 2022.

5.6 DEVELOPING THE ENTITY'S CAPACITY, INCLUDING THE CAPABILITY OF ITS LEADERSHIP AND THE INDIVIDUALS WITHIN IT

Developing the entity's capacity

- 5.6.1 CSC aims to ensure that staff have the skills, knowledge and capacity they need to discharge their responsibilities and recognises the value of well-trained and competent people in effective service delivery.
- 5.6.2 The Self Evaluation processes within CSC ensure a rigorous assessment of the current position and areas for improvement. This evaluation is incorporated into service level planning processes as well as ensuring alignment with national and local authority priorities.
- 5.6.3 Effectively managing the workforce – CSC has consistently become more efficient on a year-on-year basis, driven by both proactive and prudent management and also on-going reductions in funding, and at the same time:
- Supported an overall direction of travel of improved performance results in priority within the business plan.
 - Continue to operate a system of agile working arrangements that has taken advantage of digital technology to help CSC to work in new and different ways to meet school needs, reduce costs, support staff productivity and help contribute to a healthy work / life balance for employees.
 - Aligned the on-going modernisation of its arrangements to RCTCBC's Digital Strategy.
 - Aligned to the new CSC Digital Strategy implemented in Autumn Term of 2021

5.7 Developing the capability of the entity's leadership and other individuals

The CSC Legal Agreement sets out the responsibilities of the Managing Director, the Joint Education Committee and CSC Management Board (Schedule 2). A review of a sample of delegated decisions made during the year confirmed that decisions were approved by the designated Joint Education Committee members and employees.

Developing the capabilities of councillors

- 5.7.1 Training on the accountability framework was delivered to Members of the Joint Committee during 2021/22.

Developing the capabilities of employees

- 5.7.2 CSC is committed to staff development, in line with business needs, to help ensure it has a 'fit for purpose' workforce. During the year this has included staff induction sessions, Leadership and Middle Management Development Programmes, Staff Briefings and a range of operational training such as Curriculum for Wales, Diversity and Anti Racism, Enabling Equity and Excellence, Schools as Learning Organisations and Initial Teacher Education SLII (situational leadership), the ALN Bill and Wellbeing. All of which are underpinned by our National Mission.

Proposal for Improvement

- 5.7.3 Develop an induction programme for newly elected Members within the local authorities on the work of Central South Consortium.

5.8 MANAGING RISKS AND PERFORMANCE THROUGH ROBUST INTERNAL CONTROL AND STRONG PUBLIC FINANCIAL MANAGEMENT

Managing risk

- 5.8.1 During 2021/22 CSC continued with the termly updating of its risk change template in line with its business plan monitoring and risk policies.
- 5.8.2 This risk change template is updated by all risk owners and then presented for review by the Senior Leadership Team. Following agreement of the SLT, proposals are presented to Directors for consideration and then to Joint Committee meetings for final review and challenge. During the spring term the risk change template was presented to Directors of Education on the 11 March 2022 and following review the risk register was finalised for 2022/23.
- 5.8.3 New risks were incorporated into the register during the year. For example, the risks associated with the COVID 19 pandemic and Curriculum for Wales. This has been incorporated into the Risk Register, with accompany actions to address, and will be reported and monitored by the Joint Committee.

5.8.4 Proposal for Improvement

- The risk management policy has been reviewed in 2021/22 and proposals for improvement to be presented to governance groups for consideration during the year

Managing performance

- 5.8.5 The 'Determining and planning interventions' section (5.5.1) of this Annual Governance Statement provides an overview of CSC's Performance Management arrangements. Performance at strategic level is driven and

measured through CSC's drive teams. Five drive teams have been established to ensure the effective delivery and impact of the priority plans aligned to the 2021/22 CSC business plan.

Robust internal control

- 5.8.6 The membership and meeting frequency of CSC's Joint Education Committee during 2021/22 was in line with the CSC's Legal Agreement.

Internal Audit

- 5.8.7 The Head of Regional Internal Audit Service is scheduled to present the Internal Audit Annual Report 2021/22, based on the work of Internal Audit during the year, to the Council's Audit Committee in July 2022. The work undertaken by Internal Audit in respect of the CSC during the year is set out at paragraph 5.8.16.

Managing data

- 5.8.8 An Information Management Plan is in place in RCTCBC that sets out the framework, including legal requirements, for information management within the CSC. This work has been reviewed to ensure compliance with GDPR regulations.
- 5.8.9 A review of arrangements in place during 2021/22 identified that they were in line with laid down requirements because:
- Key responsibilities were formally designated within CSC: CSC's designated Senior Information Management Risk Officer (SIRO) was the Managing Director, there was an Information Management & Data Protection Act Officer within the host authority who reports to the Service Director – ICT and Digital Services;
 - An Information Management Board was in operation in RCTCBC, Chaired by the SIRO, with the Board being supported by an Information Management Working Group;
 - Information was available on the RCTCBC website in respect of Data Protection and Freedom of Information, and had in place a Publication Scheme (which has been adopted by CSC) in accordance with the Council's responsibilities under the Freedom of Information Act 2000; and
 - The Host Authority has a Public Sector Network (PSN) plan in place to meet the end of year timeframe for renewal i.e. The 'PSN' is the Council's connection to the wider public sector network (Council to Council, Council to Government

e.g. Department for Work and Pensions) to enable the Council to communicate and share data securely across all public bodies.

Strong public financial management

5.8.10 Schedule 5 of the Legal Agreement provides the framework within which the finances of the Joint Education Service operate. The Financial Protocol provides the financial framework and relationship between the Parties (the Councils), the Host and CSC. The following areas of business are documented in the Legal Agreement

- General Principles
- Contributions and charging mechanisms;
- Payment arrangements;
- Budgetary control & monitoring;
- Capital Expenditure & long term contracts;
- Annual Accounts & Audit; and
- Financial insolvency.

5.8.11 The Legal Agreement requires the Joint Education Committee to hold at least termly meetings throughout the year. Standard agenda items include a report from the Treasurer.

5.8.12 RCTCBC's Financial Procedure Rules provide guidance in relation to all financial matters. The CSC has adopted Rhondda Cynon Taf's Financial & Contract Procedure Rules – as confirmed in Section 17 (Schedule 4) of the Legal Agreement:

“Rules and Procedure

For the avoidance of doubt the Central South Consortium Joint Education Committee shall, where relevant and subject to the provisions of this Agreement, operate in accordance with the Host's schemes of delegation, Rules of Procedure and policies from time to time.”

5.8.13 Audit Wales⁸ audits CSC's annual statement of accounts and the outcome from the audit being reported to the Joint Committee.

5.8.14 CSC's financial and operational performance is monitored and scrutinised by the Joint Education Committee

The Joint Education Committee receives reports from:

- The Treasurer;
- The Managing Director; and
- Officers, relevant to the operations and governance of the organisation.

⁸ Audit Wales – previously the Wales Audit Office

- 5.8.15 During 2021/22 the role of the Chief Financial Officer at RCTCBC was compliant with the principles of the CIPFA Statement – Role of the Chief Financial Officer in Local Government 2010.

Internal Audit

- 5.8.16 During 2021/22, in line with the agreed Internal Audit Annual Plan, the Regional Internal Audit Service reviewed one core financial system (i.e. the General Ledger) of the Central South Consortium Joint Education Service and two external grants; Regional Consortia School Improvement Grant (RCSIG) and Pupil Development Grant for 2020/21 financial year. It was concluded to be no material weaknesses. This was reported to the Joint Committee meeting held on 17th March 2022.

External Audit

- 5.8.17 The latest audited statement of accounts (i.e. for the 2020/21 financial year) received an unqualified audit report (i.e. clean bill of health) and were approved at the meeting of the Joint Education Committee on 22th September 2021.

- 5.8.18 CSC has continued to publicly demonstrate its commitment to strong and responsible financial planning and management and has supported this through the delivery of sound financial performance during a period of reducing budgets. This is because:

- CSC has adopted a suite of protocols supporting strong financial planning and management, for example, 'Financial Procedure Rules' and 'Contract Procedure Rules', that were complied with during the year;
- CSC set a Gross Revenue Budget on 16th December 2020 for the financial year 2021/22 of £3,583,032, representing a reduction of 1% compared to the previous year. Financial performance results were publicly reported every term during the year and scrutinised by the Joint Education Committee. The final outturn position, subject to Joint Committee approval at the June 2022 meeting, demonstrates the delivery of a balanced budget for the 2021/22 financial year after setting aside specific earmark reserves to support the completion of activities that have been delayed as a result of COVID 19.
- CSC is financially stable with General Reserve balances increasing from £147k to £174k (subject to audit); having a track record over a number of years of setting and delivering balanced revenue budgets; and having 'clean bills of health' on its year end accounts when audited by the Audit Wales.

- 5.8.19 The latest Audit Wales report 'Audit of Financial Statements Report and Management Letter' reported to Joint Education Committee on 22nd September 2021 concluded that the accounting statements and related notes:

- *Give a true and fair view of the financial position of the Central South CSC Joint Education Service as at 31 March 2021; and of its income and expenditure for the year then ended; and*
- *Have been properly prepared in accordance with legislative requirements and international accounting standards as interpreted and adapted by the Code of Practice on Local Authority Accounting in the United Kingdom 2020-21.*

5.8.20 The Audit Wales report presented on 22nd September 2021 did not contain any recommendations for improvement to be addressed by CSC and the Host Authority.

5.9 **IMPLEMENTING GOOD PRACTICES IN TRANSPARENCY, REPORTING, AND AUDIT TO DELIVER EFFECTIVE ACCOUNTABILITY**

Implementing good practice in transparency and reporting

5.9.1 CSC has implemented an open and consistent approach to reporting its business, as set out in sections 5.4 and 5.5 of this Annual Governance Statement, with the aim of helping to ensure information is understandable to stakeholders and that they have the opportunity to challenge CSC's performance, plans and decisions.

5.9.2 A review of a sample of information reported to the Joint Education Committee has revealed that:

- Annual Reports and Plans are reported publicly, providing an overview of performance, for example, the Council's audited Statement of Accounts 2020/21 reported and approved by Joint Education Committee on 22nd September 2021 in line with the statutory timeframe; and
- Use is made of electronic links within reports to provide the reader with more detailed information should they require it; and
- The minutes of meetings confirm that designated officers attend each meeting to orally present reports and answer questions, and several occasions were noted where updates were delivered via presentations, for example, using slides.

6. **OVERALL ASSESSMENT OF THE CONSORTIUM'S ARRANGEMENTS**

6.1 Based on the assessment undertaken, the delivery of the CSC's governance arrangements have been revised, in light of the Covid-19 pandemic, and have remained effective as evidenced through the comprehensive and timely

updates provided to virtual Joint Committee meetings during the year; on-going compliance with the requirements of the Legal Agreement; robust financial planning and management arrangements; and tailored provision to schools, in line with Welsh Government guidance, to ensure schools have been supported throughout the pandemic and with their plans for recovery.

- 6.2 Notwithstanding this overall position, the assessment has identified areas where improvements are deemed necessary to further reinforce the effectiveness of the CSC's current arrangements. These are set out in Section 7.
- 6.3 Looking ahead, the robust governance arrangements in place within the CSC, together with implementing the proposals for improvement set out in Section 7, will be critical in supporting the organisation to re-model itself and also continue to provide an effective school improvement service during the on-going recovery period from COVID 19.

PROPOSALS FOR IMPROVEMENT

7.1 Further to completing the assessment of the CSC's governance arrangements, Table 1 sets out proposals for improvement.

Core Principle / Area	Paragraph No.	Issue Identified	Proposal for Improvement	Timescale for Implementation	Responsible Officer
ENSURING OPENNESS AND COMPREHENSIVE STAKEHOLDER ENGAGEMENT	5.3.11	Communication with stakeholders	<ul style="list-style-type: none"> Undertake a stakeholder survey across the region as part of CSC's business plan priority to improve the effectiveness and efficiency of CSC. 	Autumn Term 22	Managing Director
DEFINING OUTCOMES IN TERMS OF SUSTAINABLE ECONOMIC, SOCIAL, AND ENVIRONMENTAL BENEFITS	5.4.7	Financial Planning	<ul style="list-style-type: none"> Propose an amendment to the Legal Agreement to allow for LA priorities and outcomes of self-evaluation to be embedded within the Business Plan of CSC. 	Autumn Term 22	Deputy Managing Director
DEVELOPING THE ENTITY'S CAPACITY, INCLUDING THE CAPABILITY OF ITS LEADERSHIP AND THE	5.7.3	Induction of New Members	<ul style="list-style-type: none"> Develop an induction programme for newly elected Members within the local authorities on the work of Central South Consortium 	Summer Term 22	Managing Director

INDIVIDUALS WITHIN IT					
MANAGING RISKS AND PERFORMANCE THROUGH ROBUST INTERNAL CONTROL AND STRONG PUBLIC FINANCIAL MANAGEMENT	5.8.4	Risk Management	<ul style="list-style-type: none"> The risk management policy has been reviewed in 2021/22 and proposals for improvement to be presented to governance groups for consideration during the year 	Summer Term 22	Deputy Managing Director

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7.2 The CSC’s Senior Management Team has accepted the proposals for improvement and is committed to their implementation during 2022/23. The Senior Management Team has also confirmed that an update on progress will be reported to the Central South Consortium Joint Education Service Joint Committee during the year to enable Members to review and scrutinise the extent of progress being made.

Managing Director: _____ Section 151 Officer: _____

Chair, Joint Education Committee _____

APPENDIX A

PROPOSALS FOR IMPROVEMENT 2020/21 – POSITION STATEMENT

Core Principle / Area	Paragraph No.	Issue Identified	Proposal for Improvement	Timescale for Implementation	Responsible Officer	Progress
Ensuring Openness and comprehensive stakeholder engagement	5.3.9	Revised Governance Framework for CSC	<ul style="list-style-type: none"> Implement the revised governance structure agreed by Joint Committee 	July 2021	Managing Director	Completed – Revised governance structure implemented with agreed terms of reference
			<ul style="list-style-type: none"> Review the Legal Agreement against the revised governance structure 	September 2021	Deputy Managing Director / RCT Legal Team	In progress – Meeting has taken place to agree process with RCT legal team.
	Monitoring and Reporting	<ul style="list-style-type: none"> Develop a monitoring and reporting principles document and share with governance groups for agreement. Produce an annual forward planner for all governance meetings 	July 2021	Deputy Managing Director	Completed – Paper shared and agreed with Joint Committee in May 2021	
					Completed – Forward planner in use within CSC	
	Communications with stakeholders	<ul style="list-style-type: none"> Revise the Communications Strategy and share with stakeholder groups. 	September 2021	Communications Manager	Completed – Communications strategy shared and agreed with Joint Committee in May	

Defining outcomes in of sustainable economic, social and environmental benefits			Establish a working party to review the communications requirements of schools.			2021. CSC communications working party membership agreed.
			<ul style="list-style-type: none"> Relaunch the annual survey with schools. 	November 2021	Assistant Director	Completed – Annual survey of school staff and pupils has been completed by a sample of schools. Analysis will be shared in Summer Term 2022
	5.4.7	Financial Planning	<ul style="list-style-type: none"> Further develop the Medium-Term Financial Plan during 2021/22 	July 2021	Deputy Managing Director	Completed – Medium term financial plan agreed with Joint Committee in July 2021
			<ul style="list-style-type: none"> Review the office accommodation requirements of CSC following the adaptations made to working arrangements due to the COVID 19 pandemic 	September 2021	Managing Director	Completed - Moved to the South wing wef April 22
	5.7.3	Professional Learning	<ul style="list-style-type: none"> Undertake a training programme with Members in the local 	December 2021	Managing Director	Completed – Training has been completed for all

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			authorities on the requirements of the 'Draft School Improvement, Accountability and Evaluation Guidance'			Members of CSC Joint Committee as well as additional training sessions in Bridgend, RCT and Vale of Glamorgan.
	5.8.4	Risk Management	<ul style="list-style-type: none"> Review risk management strategies and present proposals to governance groups for consideration 	September 2021	Deputy Managing Director	In Progress – Risk management review has been undertaken. Recommendations for improvement will be incorporated following consultation, in the financial year 2022/23

The independent auditor’s report of the Auditor General for Wales to the members of Central South Consortium Joint Education Service Joint Committee

Report on the audit of the financial statements

Opinion

I have audited the financial statements of Central South Consortium Joint Education Service Joint Committee for the year ended 31st March 2022 under the Public Audit (Wales) Act 2004.

The Central South Consortium Joint Education Service Joint Committee financial statements comprise the Movement in Reserves Statement, the Comprehensive Income and Expenditure Statement, the Balance Sheet, the Cash Flow Statement and the related notes, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and the Code of Practice on Local Authority Accounting in the United Kingdom 2021/22 based on International Financial Reporting Standards (IFRSs).

In my opinion the financial statements:

- give a true and fair view of the financial position of Central South Consortium Joint Education Service Joint Committee as at 31st March 2022 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with legislative requirements and the Code of Practice on Local Authority Accounting in the United Kingdom 2021/22.

Basis for opinion

I conducted my audit in accordance with applicable law and International Standards on Auditing in the UK (ISAs (UK)). My responsibilities under those standards are further described in the auditor’s responsibilities for the audit of the financial statements section of my report. I am independent of the Joint Committee in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK including the Financial Reporting Council’s Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

I have nothing to report in respect of the following matters in relation to which the ISAs (UK) require me to report to you where:

- the use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the responsible financial officer has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about Central South Consortium Joint Education Service Joint Committee ability to continue to adopt the

going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The responsible financial officer is responsible for the other information in the annual report and accounts. The other information comprises the information included in the annual report other than the financial statements and my auditor's report thereon. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated later in my report, I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my report.

Report on other requirements

Opinion on other matters

In my opinion, based on the work undertaken in the course of my audit:

- the information contained in the Narrative Report for the financial year for which the financial statements are prepared is consistent with the financial statements and the Narrative Report has been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2021/22;
- The information given in the Annual Governance Statement for the financial year for which the financial statements are prepared is consistent with the financial statements and the Governance Statement has been prepared in accordance with guidance.

Matters on which I report by exception

In the light of the knowledge and understanding of the Joint Committee and its environment obtained in the course of the audit, I have not identified material misstatements in the Narrative Report or the Governance Statement.

I have nothing to report in respect of the following matters, which I report to you, if, in my opinion:

- proper accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns;
or
- I have not received all the information and explanations I require for my audit.

Certificate of completion of audit

I certify that I have completed the audit of the accounts of Central South Consortium Joint Education Service Joint Committee in accordance with the requirements of the Public Audit (Wales) Act 2004 and the Auditor General for Wales' Code of Audit Practice.

Responsibilities

Responsibilities of the responsible financial officer for the financial statements

As explained more fully in the Statement of Responsibilities for the Statement of Accounts, set out on page 10 and 11, the responsible financial officer is responsible for the preparation of the statement of accounts, Central South Consortium Joint Education Service Joint Committee, which give a true and fair view, and for such internal control as the responsible financial officer determines is necessary to enable the preparation of statements of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the statement of accounts, the responsible financial officer is responsible for assessing the Joint Committee's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless deemed inappropriate.

Auditor's responsibilities for the audit of the financial statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of the auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my auditor's report.

Anthony J Barrett
For and on behalf of the Auditor General for Wales
XX July 2022

24 Cathedral Road
Cardiff
CF11 9LJ

Glossary of Terms

Accrual

An accrual is a sum shown in the accounts representing income or expenditure relating to the accounting period, which had not actually been received or paid as at the date of the Balance Sheet.

Actuary

An actuary is an individual or organisation that calculates insurance premiums and liabilities and pension obligations.

Audit

An audit is an independent examination of activities.

Budget

A budget (or estimate) is a plan of income and spending. Actual expenditure is subsequently monitored against this plan.

Capital Expenditure

Capital expenditure is spending on long-term assets. These are assets that will be used for several years in the provision of services and are items such as buildings, equipment and vehicles.

Chartered Institute of Public Finance and Accountancy (CIPFA)

CIPFA is responsible for issuing financial guidance to public bodies.

Creditor

A creditor is an organisation/individual owed money by the Council at the end of the financial year for goods/services received.

Current Assets

These are short-term assets that are available for the Council to use in the following accounting period.

Current Liabilities

These are short-term liabilities that are due for payment by the Council in the following accounting period.

Debtor

A debtor is an organisation/individual who owes the Council money at the end of the financial year for goods/services received.

Defined Benefit Scheme

A defined benefit pension scheme is one that bases retirement benefits upon Career Average Re-valued Earnings.

Defined Contribution Scheme

A defined contribution scheme is a type of retirement plan in which the amount of the employer's annual contribution is specified. Benefits are based on the amounts credited to these accounts (through employer

contributions and, if applicable, employee contributions) plus any investment earnings. Only employer contributions to the account are guaranteed, not the future benefits.

Earmarked Reserves

These are reserves set aside for a specific purpose.

Financial Year

This is the accounting period. For local authorities it starts on 1st April and finishes on 31st March of the following year.

International Accounting Standard (IAS)

Financial Regulations to be followed as set by the International Accounting Standards Board (IASB).

International Financial Reporting Standards (IFRS)

International Financial Reporting Standards are produced by the IASB (International Accounting Standards Board) with the aim of ensuring consistency within the countries adopting the standards.

Leasing

This is a method of financing expenditure by paying the owner to use property or equipment for a number of years.

Lessee

User or renter of the leased asset or property. In case of capital leases, the lessee is also the 'debtor' to the lessor.

Lessor

Owner or the title holder of the leased asset or property. The lessor is also the lender and secured party in case of capital leases and operating leases.

Liability

A liability is an obligation to transfer economic benefits as a result of past transactions or events.

Long-Term Asset

These are assets that are used in the provision of services (usually for more than one year).

Operating Leases

These are leases where risks of ownership of the asset remain with the owner.

Post Balance Sheet Events

Post Balance Sheet items are those that arise after the Balance Sheet date. These are items that did not exist at the time the Balance Sheet was prepared but should be disclosed if they are relevant to the understanding of the accounts.

Provision

A provision is an obligation to transfer economic benefits as a result of past events where a reliable estimate can be made of the obligation, but the amount or timing of which cannot yet be determined accurately.

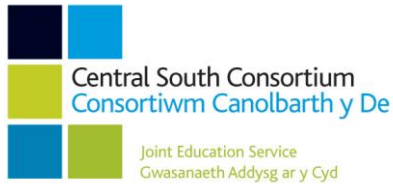
Related Party

A related party exists where there is control or influence by one party over another.

Welsh Government (WG)

The Welsh Government is the devolved Government for Wales. The Welsh Government consists of the First Minister, Welsh Ministers, the Counsel General and Deputy Ministers. They are supported by Civil Servants who work across devolved areas of public life such as health, education and the environment.

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CENTRAL SOUTH CONSORTIUM

JOINT COMMITTEE REPORT

7TH JUNE 2022

CENTRAL SOUTH EDUCATION CONSORTIUM GRANTS

REPORT OF THE DIRECTORS OF EDUCATION

Author: Louise Blatchford, Deputy Managing Director

1. PURPOSE OF REPORT

- 1.1 To provide Members with an update on the grants to be received by the Consortium in 2022/23, for which notifications have been received, and the methods of allocation of each.

2. RECOMMENDATIONS

Directors to recommend the following to the Joint Committee;

- 2.1 Approve the distribution of grants as detailed in section 5 of this report.

3.0 BACKGROUND

- 3.1 As host authority Rhondda Cynon Taf will act as 'banker authority', and under the terms of the grant agreements will be responsible for accepting the terms and conditions of grant and putting in place arrangements to distribute the funding, as determined by the Joint Committee, within the Consortium.

4.0 METHOD OF APPORTIONMENT

- 4.1 The method of apportionment of each grant will vary depending on its nature, its intended recipients, its purposes and the associated terms and conditions.

4.2 For each grant the following process shall be adopted:

- The Consortium shall prepare a proposed method of distribution taking into account all relevant criteria.
- The Director of Education (or equivalent) of each authority shall approve the basis of apportionment at the Executive Board of the Central South Joint Education Service. This will ensure appropriate and effective use of grant funding to target school improvement equitably across each of the five authorities areas
- A report detailing the basis and reasons for the method adopted shall be presented to the Joint Committee for approval.

4.3 This report presents details of 2022/23 grants to the Joint Committee.

5.0 2022/23 GRANTS

Grant approval letter has been received detailing the grants coming into the Consortium. The Directors have agreed to maintain the LA disaggregation of the funding and to apply a common formula for the delegation of the LA funding to schools.

5.1 Regional Consortia School Improvement Grant 2022/23 – award dated 3rd May 2022

The total of this award of funding is £48,652,545 over the period 1st April 2022 – 31st March 2023.

The purpose of this funding is to support delivery of Welsh Government (WG) aspirations and priorities for schools and education. Regional consortia and partnerships in Wales and their related local authorities have a significant role to play in improving educational outcomes for all learners in Wales and in delivering our substantial educational reform.

The funding letter outlines WG's overarching national priorities. The Funding must support delivery of Curriculum for Wales and its enabling objectives.

In delivering the Curriculum for Wales, WG continue the need to focus on the four enabling objectives around which this grant is structured:

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

The consortia business plan clearly articulates the contribution towards progress of these measures, including associated outcomes and key performance indicators.

Grant Distribution

A detailed breakdown of the apportionment of the funding, in line with the approved CSC 2022/2023 Business Plan, can be found table 1 below.

Table 1 – Regional Consortia School Improvement Grant 2022/23

Regional Consortia School Improvement Grant	2022/2023 Budget	
	£	%
Centrally retained funding		
Employee costs	4,404,815	8.5%
Non Employee costs	143,196	0.3%
Centrally Retained Pan Wales project costs	60,000	0.1%
Business Plan Activity	2,126,005	4.1%
	6,734,016	13.0%
RCSIG Yet To be allocated		
Pending update from grantor Decision Report - CSC Management Board (Autumn 2022)	1,065,702	2.1%
	1,065,702	2.1%
Delegated funding to LAs & Schools		
Central South Wales Challenge Model	517,500	1.0%
Collaboration Model	3,327,578	6.4%
Support to School Partnerships	186,000	0.4%
Curriculum Reform (Network facilitation)	52,500	0.1%
Professional Learning funding to schools	3,835,760	7.4%
EIG Element for Schools / PRUs	35,442,360	68.6%
Non Maintained settings - Foundation Phase	314,600	0.6%
Local authorities (LA) - administration of grant	67,207	0.1%
LA Annex	98,345	0.2%
	43,841,850	84.9%
TOTAL GRANT (INCLUDING LA MATCH FUNDING)	51,641,567	
LA MATCH FUNDING	2,989,022	
TOTAL GRANT (EXCLUDING LA MATCH FUNDING)	48,652,545	

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Llywodraeth Cymru
Welsh Government

Mr Barrie Davies
Section 151 Officer
Rhondda Cynon Taf County Borough Council
The Pavilions
Clydach Vale
Tonypandy
CF40 2XX

4 May 2022

Dear Mr Davies

Award of Funding in relation to Regional Consortia School Improvement Grant 2022 -2023 - Central South Consortium

1. Award of Funding

- (a) We are pleased to inform you of your funding of up to £48,652,545 (*Forty Eight Million, Six Hundred and Fifty Two Thousand, Five Hundred and Forty Five Pounds*) (“the Funding”) is awarded to you for the Purposes (as defined in Condition 4(a)).
- (b) The Funding relates to the period 1 April 2022 to 31 March 2023 and must be claimed in full by 31 March 2023 otherwise any unclaimed part of the Funding will cease to be available to you.
- (c) This letter shall become effective on the date of signature evidencing acceptance by you as set out in the acceptance page below.
- (d) If you have any queries in relation to this award of Funding or the Conditions please contact the Welsh Government Official who will be happy to assist you.

2. Statutory authority

- (a) This award of Funding is made on and subject to the Conditions and under the authority of the Minister for Education, one of the Welsh Ministers, acting pursuant to functions transferred under section 58A of the Government of Wales Act 2006 and sections 14-17 of the Education Act 2002.

3. Interpreting the Conditions

Any reference in the Conditions to:

Rhondda Cynon Taf County Borough Council
The Pavilions
Clydach Vale
Tonypany
CF40 2XX

'we', 'us', 'our' is to the Welsh Ministers;

'Welsh Government Official' is to

Francesca Jeremy,
Head of Revenue Funding for Schools
Education Directorate
Welsh Government
Cathays Park
Cardiff CF10 3NQ
Tel: 0300 062 8133
Email: francesca.jeremy@gov.wales

or such other Welsh Government official as we may notify you.

'Project Manager' is to your project manager who is responsible for the day to day management of this award of Funding:

Louise Blatchford
Central South Consortium
Valleys Innovation Centre
Navigation Park
Abercynon
Rhondda Cynon Taf
CF45 4SN
Tel: 07971 430409
E-mail: Louise.Blatchford@cscjes.org.uk

'Business Day' is to a day other than a Saturday, Sunday, Christmas Day, Good Friday or a bank holiday in Wales under the Banking and Financial Dealings Act 1971;

'Conditions' is to the terms and conditions set out in this letter and the Schedules;

'Costs Incurred' is to the cost of goods and/or services you have received regardless of whether you have paid for them by the date of your claim;

'Costs Incurred and Paid' is to the invoiced cost of goods and/or services you have received, and which have been paid for by you in cleared funds by the date of your claim;

'Notification Event' is to any of the events listed in Schedule 3;

'Indicative Payment Profile' is to the indicative payment profile set out in Schedule 4;

'Personnel' is to your management/employees and suppliers or any other person appointed or engaged by you in relation to the Purposes;

'Schedule' is to the schedules attached to this letter; and

any reference to any legislation whether domestic or international law will include all amendments to and substitutions and re-enactments of that legislation in force from time to time.

4. Use of the Funding

- (a) You must use the Funding solely for the purposes set out in Schedule 1 (the **"Purposes"**)
- (b) You must achieve the targets and outcomes set out in Schedule 2 (the **"Targets"**).
- (c) Any change to the Purposes or Targets will require our written consent which must be obtained from us in advance of implementing any change. Please note that we are not obliged to give our consent, but we will consider all reasonable written requests.
- (d) You must not use any part of the Funding for any kind of activity which in our opinion could bring us into disrepute, including but not limited to (1) party political purposes, (2) the promotion of particular secular, religious or political views; (3) gambling, (4) pornography, (5) offering sexual services, or (6) any kind of illegal activities.
- (e) You must not use any part of the Funding for: (1) purchasing capital equipment (other than as specified in the Purposes), (2) your legal fees in relation to this letter, (3) Costs Incurred or Costs Incurred and Paid by you in the delivery of the Purposes prior to the period referred to in Condition 1(b).

5. Funding pre-conditions

We will not pay any of the Funding to you until you have provided us with the following information and documentation:

- (a) this letter signed by you, which confirms acceptance of the grant funding and confirms you have put in place all staff and other resources as required to commence and complete the Purposes;
- (b) Where you are required to provide information and documentation to us as evidence that you have satisfied a particular pre-condition, Condition or in support of a claim, the information and documentation must be in all respects acceptable to us. We reserve the right to reject any information and documentation which is for any reason not acceptable to us, and/or request any further or additional information and/or documentation in support of the request for Funding.

6. How to claim the Funding

- (a) The Funding will be paid to you in four instalments in arrears, based on Costs Incurred by you in the delivery of the Purposes, as detailed in the Payment Profile.
- (b) You must claim the Funding in accordance with the dates set out in the Indicative Payment Profile. You must claim the Funding promptly. We reserve the right to withdraw any part of the Funding that you do not claim promptly.
- (c) You must submit your claims for payment of Funding to the Welsh Government Official.
- (d) You must use our claim pro-forma (which is available from the Welsh Government Official) and attach the following information and documentation to each claim:
 - i) confirmation that you are operating in all respects in accordance with your constitution; and
 - ii) confirmation that you have appropriate financial, risk and control systems in place before utilising any part of the Funding to provide a grant to or procure any goods or services from third parties;
- (e) We will aim to pay all valid claims as soon as possible and typically within 20 Business Days of receipt of a valid claim being made in accordance with the provisions of this letter, and provided always that the Funding pre-conditions set out in Condition 5 above have

been satisfied and that on both the date of the claim and the date the Funding is to be paid to you:

- i) the declarations made in Condition 8 below are true and correct and will be true and correct immediately after the relevant Funding has been paid to you; and
- ii) no Notification Event is continuing or might result from the proposed Funding.

7. Your general obligations to us

You must:

- (a) safeguard the Funding against fraud generally and, in particular, fraud on the part of your Personnel and notify us immediately if you have reason to suspect that any fraud within your organisation has occurred or is occurring or is likely to occur whether or not it relates to the Funding. You must also participate in such fraud prevention initiatives as we may require from time to time;
- (b) maintain appropriate procedures for dealing with any conflicts of interest in relation to the Funding whether actual, potential or perceived;
- (c) comply with all applicable domestic or international laws or regulations or official directives;
- (d) maintain adequate insurances to cover against the risks which may arise in connection with any property or any activity undertaken in delivery of the Purposes. We reserve the right to require you to provide proof of your insurance;
- (e) maintain appropriate financial, risk and control systems before utilising any part of the Funding to provide a grant to or procure any goods or services from third parties;
- (f) co-operate fully with the Welsh Government Official and with any other employee of the Welsh Government or consultant appointed by us to monitor your use of the Funding and your compliance with the Conditions;
- (g) inform us immediately if any of the declarations made in Condition 8 is incorrect in any respect or, if repeated at any time with reference to the facts and circumstances then existing, would be incorrect;
- (h) notify us of any funding received by you from any source which is procured or utilised in conjunction with the Funding to directly

support the Purposes 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 and any other funders. The intention of this Condition is to avoid any duplication of funding in respect of the Purposes.

8. Declarations

You declare that:

- (a) you have the power to enter into and to perform the obligations set out in the Conditions and you have taken all necessary action to authorise the entry into and performance of the obligations under the Conditions;
- (b) no limit on your powers will be exceeded as a result of claiming the Funding, or the grant of any security contemplated by the Conditions;
- (c) the entry into and performance by you of, and the transactions contemplated by, this letter do not and will not contravene or conflict with:
 - i) your constitutional documents;
 - ii) any agreement or instrument binding on you or your assets or constitute a default or termination event (however described) under any such agreement or instrument; or
 - iii) any law or regulation or judicial or official order, applicable to you;
- (d) no Notification Event is continuing or might reasonably be expected to result from the provision of the Funding and no other event or circumstance is outstanding which constitutes (or, with the expiry of a grace period, the giving of notice, the making of any determination or any combination thereof, would constitute) a default or termination event (howsoever described) under any other agreement or instrument which is binding on you or to which any of your assets is subject;
- (e) no litigation or arbitration or administrative proceeding is current or pending or, so far as you are aware, threatened, which has or could have an adverse effect on your ability to perform and comply with any of the Conditions;

- (f) you have disclosed to us all material facts or circumstances which need to be disclosed to enable us to obtain a true and correct view of your business and affairs (both current and prospective) or which ought to be provided to any person who is considering providing funding to you;
- (g) any information, in written or electronic format, supplied by you to us in connection with the Funding was, at the time it was supplied or at the date it was stated to be given (as the case may be):
 - i) if it was factual information, complete, true and accurate in all material respects;
 - ii) if it was a financial projection or forecast, prepared on the basis of recent historical information and on the basis of reasonable assumptions and was arrived at after careful consideration;
 - iii) if it was an opinion or intention, made after careful consideration and was fair and made on reasonable grounds; and
 - iv) not misleading in any material respect, nor rendered misleading by a failure to disclose other information, except to the extent that it was amended, superseded or updated by more recent information supplied by you to us.
- (h) you have discussed and agreed the Targets with us and you are confident that they are realistic and achievable;
- (i) there are no conflicts of interest in relation to the Funding whether actual, potential or perceived;
- (j) acceptance of this award of Funding will not result in duplicate funding in respect of the activities required to deliver 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 and any funders.
- (k) You will be deemed to repeat the declarations in this Condition 8 on each date you may have any liability to repay the award of Funding to us, and by reference to the facts and circumstances existing on each such date.

9. Notification Events and their consequences

- (a) You must notify us immediately if a Notification Event has occurred or is likely to occur but we also reserve the right to notify you where we believe a Notification Event has occurred or is likely to occur.
- (b) We will either:
 - i) notify you that we, at our absolute discretion, consider the Notification Event is not capable of remedy; or
 - ii) if we consider, at our absolute discretion, that the Notification Event is capable of being remedied, seek to discuss the Notification Event with you with a view to agreeing a course of action to be taken to address the Notification Event.
- (c) We will be entitled to take any of the actions listed in Condition 9(d) if:
 - i) despite our efforts we have been unable to discuss the Notification Event with you; or
 - ii) we notify you that the Notification Event is not, in our opinion, capable of remedy; or
 - iii) a course of action to address and/or remedy the Notification Event is not agreed with you; or
 - iv) a course of action to address and/or remedy the Notification Event is agreed with you but you fail to follow it, or any conditions attached to it are not met (including without limitation the timescale for such course of action) to our satisfaction; or
 - v) the course of action fails to remedy the Notification Event to our satisfaction.
- (d) If any of the circumstances set out in Condition 9(c) occurs we may, at our absolute discretion, by notice to you:
 - i) withdraw the award of Funding; and/or
 - ii) require you to repay all or part of the Funding; and/or
 - iii) suspend or cease all further payment of Funding; and/or
 - iv) make all further payments of Funding subject to such conditions as we may specify; and/or
 - v) deduct all amounts owed to us under the Conditions from any other funding that we have awarded or may award to you; and/or
 - vi) exercise any other rights against you which we may have in respect of the Funding.
- (e) All repayments of Funding must be made to us within 20 Business Days of the date of our demand.

10. Monitoring requirements

You must:

- (a) provide us with such documents, information and reports which we may reasonably require from time to time in order for us to monitor your compliance with the Conditions.
- (b) meet with the Welsh Government Official and such other of our representatives as we may from time to time reasonably require;
- (c) ensure that the Project Manager (or such other person as we may agree) together with any other person we may require attends all meetings with the Welsh Government Official.
- (d) Meet with Welsh Government officials as set out in Schedule 1.

11. Audit Requirements

(a) You must:

- i) maintain complete, accurate and valid accounting records identifying all income and expenditure in relation to the Purposes;
 - ii) without charge, permit any officer or officers of the Welsh Government, Wales Audit Office or any UK subsidy enforcement body at any reasonable time and on reasonable notice (in exceptional circumstances, such as the prevention or detection of fraud, it may not be practicable to provide you with reasonable notice) being given to you to visit your premises and/or to inspect any of your activities and/or to examine and take copies of your books of account and such other documents or records howsoever stored as in such officer's reasonable view may relate in any way to your use of the Funding. This undertaking is without prejudice and subject to any other statutory rights and powers exercisable by the Welsh Government, Wales Audit Office or any UK subsidy enforcement body or any officer, servant or agent of any of the above;
 - iii) retain this letter and all original documents relating to the Funding until we inform you in writing that it is safe to destroy them;
 - iv) provide us with an audit certificate in accordance with the requirements set out in Schedule 5
- (b) Under paragraph 17 of Schedule 8 to the Government of Wales Act 2006 the Auditor General for Wales has extensive rights of access

to documents and information relating to monies provided by the Welsh Government. They and their officials have the power to require relevant persons who control or hold documents to give any assistance, information and explanation that they may require; and to require those persons to attend before them for such a purpose. The Auditor General and their staff may exercise this right at all reasonable times.

12. Third party obligations

- (a) Nothing in the Conditions imposes any liability on us in respect of any liability incurred by you to any third party (including, without limit, employees and contractors).
- (b) You must indemnify us against any liabilities, claims, proceedings, demands, losses, costs and expenses suffered or incurred by us directly or indirectly arising as a result of or in connection with any failure by you to perform fully or in part any obligation you may have to a third party.

13. Intellectual property rights and publicity

- (a) Nothing in the Conditions transfers to us any rights in any intellectual property created by you as a result of the Purposes.
- (b) You must acknowledge our support in relation to the Purposes. Such acknowledgement(s) must be in a form approved by us and must comply with the Welsh Government's branding guidelines.
- (c) You agree that from the date of this letter until 5 years from the date of the final payment of Funding we may include details about your organisation and business, the Funding and the Purposes in Welsh Government promotional materials and you further agree to cooperate with our reasonable requests to achieve the production of such materials.

14. Information

- (a) You acknowledge that we are subject to the requirements of the Freedom of Information Act 2000 (the "FOIA"), the Environmental Information Regulations 2004 (the "EIR"), the Data Protection Act 2018 (the "DPA") and the retained EU law version of the General Data Protection Regulation ((EU) 2016/679) (the "UK GDPR").

- (b) You acknowledge that we are responsible for determining in our absolute discretion whether:
 - i) to disclose any information which we have obtained under or in connection with the Funding to the extent that we are required to disclose such information to a person making a disclosure request under the FOIA or the EIR; and/or
 - ii) any information is exempt from disclosure under the FOIA or the EIR.
- (c) You acknowledge that we may share any data you provide to us with fraud prevention agencies and third parties for the purposes of preventing and detecting fraud. Any personal data we collect will be managed in accordance with our Privacy Notice which is available to view here [Privacy notice: Welsh Government grants | GOV.WALES](#)
- (d) Please refer to Schedule 6 which provides details of your obligations in respect of the UK GDPR.

15. Buying goods and services

- (a) If you decide to buy any goods and/or services to deliver the Purposes, they must be purchased in a competitive and sustainable way so as to demonstrate that you have (i) achieved best value in the use of public funds, and (ii) complied with your conflict of interest policy at the relevant time.
- (b) We may from time to time request evidence from you to demonstrate your compliance with this Condition 15. Such evidence may take the form of evidence of your:
 - i) compliance with any procurement regulations, legislation or guidance in place from time to time to which you, or any person carrying out a business or function of the same or similar nature to you, is subject; or
 - ii) compliance with your procurement policy in place at the relevant time; or
 - iii) obtaining a minimum of three written quotations for the relevant goods and/or services.

You must supply such evidence to us promptly following our written request for such evidence.

16. Giving notice

- (a) Where notice is required to be given under the Conditions it must be in writing (this does not include email but may include a letter attached to an email) and must prominently display the following heading:

“Notice in relation to the Regional Consortia School Improvement Grant 2022 -2023 - Central South Consortia”.

- (b) The address and contact details for the purposes of serving notice under the Conditions are as follows

You: the Project Manager at the address stated in Condition 3.

Us: the Welsh Government Official at the address stated in Condition 3.

- (c) A notice will be deemed to have been properly given as follows:-

Prepaid first class post: on the second Business Day after the date of posting.

By hand: upon delivery to the address or the next Business Day if after 4pm or on a weekend or public holiday.

By email attachment: upon transmission or the next Business Day if after 4pm or on a weekend or public holiday.

17. Equality

You must have in place and apply equality policies covering employment, use of volunteers and provision of services, in accordance with the Equality Act 2010.

18. Welsh language

- a) The Welsh Government is committed to supporting the Welsh language and culture and The Cymraeg 2050: A million Welsh speakers Welsh language strategy (Cymraeg 2050) provides a

vision for the growth and further development of the Welsh language.

- b) Where the Purposes include or relate to the provision of services in Wales, they must be provided in Welsh and English unless it would be unreasonable or disproportionate to do so. They must be provided in such a way as to not treat the Welsh language less favourably than English, in accordance with the Welsh Language (Wales) Measure 2011.
- c) Where the provision of services forms part of the Purposes, you must act in accordance with the Welsh Language (Wales) Measure 2011 and the aims of Cymraeg 2050. In practice, this will include the following:
 - i) Ensure that any written material produced, including digital material, is bilingual.
 - ii) Ensure that any signage is bilingual.
 - iii) Ensure that any training or public events are held bilingually.
 - iv) Actively promote and facilitate the Welsh language (including providing services and increasing opportunities to use the Welsh language) within funded activities.
- d) For general advice on providing services bilingually and for information on which organisations are able to support you, please contact the Welsh language advice service “Helo Blod” on 03000 258888 or e-mail heloblod@gov.wales with your query.

19. Sustainable development

Your use of the Funding must contribute to the achievement of the Welsh Government’s well-being objectives contained in the Welsh Government’s Programme for Government. You must work in a sustainable way (sustainable development principle) in delivering the Purposes so as to ensure you are working in a preventative, integrated, long-term and collaborative way that involves people that reflect the diversity of Wales. Please refer to Schedule 1 for further information.

20. Welsh Ministers’ functions

You acknowledge that the Welsh Ministers have a range of functions which will continue to accrue and be amended and that decisions in relation to each such function are obliged to be taken in the light of all relevant and to the exclusion of all irrelevant considerations. You agree that nothing contained or implied in, or arising under or in connection with, the Conditions will in any way prejudice, fetter or affect

the functions of the Welsh Ministers or any of them nor oblige the Welsh Ministers or any of them to exercise, or refrain from exercising, any of their functions in any particular way.

21. General

- (a) If at any time any of the Conditions are deemed to be or become invalid, illegal or unenforceable in any respect under any law, the validity, legality and enforceability of the remaining provisions will not in any way be affected or impaired.
- (b) No failure or delay on our part to exercise any power, right or remedy under the Conditions will operate as a waiver of any such power, right or remedy or preclude its further exercise or the exercise of any other power, right or remedy. The powers, rights or remedies hereby provided are cumulative and not exclusive of any powers, rights or remedies provided by law.
- (c) Any amendment or variation to the Conditions must be in writing and signed by us and you in the same manner as this letter (or as otherwise agreed by us in writing from time to time).
- (d) You may not assign or otherwise dispose of in any way your rights, benefits, obligations or duties under the Conditions.
- (e) Conditions 7, 9, 11, 13, 14, and 21(e) and such other Conditions which by implication need to continue in force beyond the final payment of Funding will so continue in full force and effect.
- (f) The award of the Funding is to you alone and no one else is entitled to make any claim in respect of the Funding or seek to rely on or enforce any of the Conditions.
- (g) In circumstances where you comprise two or more persons or bodies, the liabilities of such persons or bodies shall be joint and several and the default of one of such persons or bodies shall be deemed to be the default of all.
- (h) The Conditions and any disputes or claim (including any non-contractual disputes or claims) arising out of or in connection with it its formation or its subject matter are to be governed by and construed in accordance with the laws of Wales and England as applied in Wales and the parties hereto submit to the exclusive jurisdiction of the courts of Wales and England.

22. How to accept this award of Funding

- a) To accept this award of Funding you must sign and return a copy of this letter to the Welsh Government Official. None of the Funding will be paid to you until we have received your signed letter.
- b) We must receive your signed letter within 14 days of the date of this letter, or this award of Funding will automatically be withdrawn.

Yours faithfully



Francesca Jeremy
Head of Revenue Funding for Schools
Education Directorate
under authority of the Minister for Education and Welsh Language
one of the Welsh Ministers

SCHEDULE 1 The Purposes

The Purpose of this Funding awarded to you on behalf of your regional consortia and partnerships is to support the related authorities in delivering our aspirations and priorities for schools and education.

Regional consortia and partnerships in Wales and their related local authorities have a significant role to play in improving educational outcomes for all learners in Wales and in delivering our substantial educational reform.

The Funding Letter outlines our overarching national priorities. The Funding must support delivery of our Curriculum for Wales and its enabling objectives.

In delivering the Curriculum for Wales, we continue the need to focus on the four enabling objectives around which this grant is structured:

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

The regional consortia and partnerships business plans will need to clearly articulate the contribution towards progress of these measures, including associated outcomes and key performance indicators.

The Funding will be organised around the following pre-requisites and requirements:

Policy requirements and expectations

These are set out in schedule one and in your Annex B of the funding letter. We will continue to discuss and review the expectations for each policy area through our joint regular meetings and monitoring procedures. The following monitoring arrangements are planned:

- **Bi-annual Review and Challenge meetings**
Monitoring report updates will be required as part of the Review and Challenge Process. These meetings will allow opportunity to monitor progress, raise issues, and discuss future activity.
- **Half-termly meetings with WG Education Deputy Directors**
These meetings will allow the regional MDs to engage with WG Deputy Directors across the respective policy areas – Pedagogy,

Leadership and Professional Learning; Curriculum and Assessment; Support for Learners; Equity in Education; Business Planning and Governance; and Schools Effectiveness.

- **Quarterly Finance meetings with WG Finance Officials**
Claim forms for payment will be requested every quarter, and these will be discussed as part of the quarterly finance meetings. These meetings will allow discussion of any financial issues arising in-year.

Sustainability and citizen-focused

Initiatives supported by the grant must be sustainable, learner focused, and in line with the Well-being of Future Generations Act.

National Model for Regional Working

The expectations set out in the National Model for Regional Working guidance remain the same and should continue to be followed. The national model governance structures will also be used to monitor progress, including wherever appropriate to evidence the Funding requirements.

Joint regional working

In line with the expectations set out in the National Model for Regional Working the consortia will work with other regional consortia and partnerships across Wales to maximise opportunities for sharing good practice and learning across our national priorities.

Supporting a self-improving system and extending the depth of collaborative working

Where appropriate, the regional consortia and partnerships will facilitate schools', Foundation Phase providers' and PRUs' consideration and use of cluster models, and other forms of collaborative working, to deliver the funding purposes. This may include providing advice on federation where appropriate.

The regional consortia and partnerships should work with providers to develop the support they offer in a spirit of co-construction. They should also collaborate across the other regions if this represents the most effective use of the Funding to support the delivery of improved outcomes for learners. The regional consortia and partnerships will continue to develop all schools as learning organisations to successfully realise the Curriculum for Wales.

Equity of approach

Regional consortia and partnerships must be able to demonstrate equity of approach across the regions and related authorities in delegating the Funding to schools.

Challenge Advisers and School Development Plans

Challenge Advisers will provide support to schools to ensure their school development plans appropriately reflect their improvement journey and local priorities.

Monitoring and reporting

The monitoring requirements are set out in Section 10, explaining how we will evaluate the progress, impact and additionality of the Funding in delivering the Curriculum for Wales against the measures in the business plan.

Profile of expenditure

The Funding letter confirms how we have determined your regional allocations. In accepting this award of funding, you agree to allocate funds in line with your responses to the grant invitation letter.

You will submit to Welsh Government Officials, in writing, any requests for virement of funding between budget lines.

All variances will be reflected in your financial report updates. Payments, however, will be made in accordance with Schedule 3.

Value for Money and additionality

The regional consortia and partnerships will be expected to evidence additionality of the funding, value for money, and its impact. This applies to the total funding offered within this award.

Maximising funding to schools

In planning activity and setting out your business plans and profile of expenditure, evidence of a clear and demonstrable commitment to passporting the majority of funding to schools is required. Assurances of this as part of the business plans and quarterly updates will need to be provided to the Welsh Government.

For the EIG element a minimum 80% delegation must be maintained.

Minimising administration and management costs

The grant arrangements support efforts to reduce the administration costs of managing the Funding. You will demonstrate and evidence a commitment to maintaining a low level of spend in managing and administering the Funding. The Funding may be used to support the management and administrative costs of delivering the Pupil Development Grant.

A) National support for Curriculum Reform

Overarching purpose

Our ultimate outcome for curriculum reform and the Curriculum for Wales (CfW) is to enable all children and young people to realise the four purposes, become educated citizens for life, supported by high quality leadership, teaching and learning.

This is supported by the education system:

1. enabling all learners, and in particular those from disadvantaged backgrounds, to progress along their own learning pathway and raise their aspirations to achieve their full potential, allied to a range of assessment approaches to understand and support this progress
2. co-constructing a curriculum which promotes a broad range of knowledge, skills and experiences (including social and interactional experiences) with a clear understanding of why these matter – qualifications are a key part of this
3. ensuring the school environment supports learners' and practitioners' well-being
4. supporting practitioners' understanding of what works in curriculum design by investing in the enquiry and pedagogic skills of all staff
5. enabling ambitious professional learning for all practitioners in a school dedicated to being a learning organisation
6. embedding reflection, self-evaluation and improvement within schools and the importance of good school leadership as an pre-condition for that
7. being at the heart of their communities - we want to build better relationships between schools and families, communities and employers, to support and promote educational achievement and excellent employment, next steps education and training
8. listening to children and young people as they engage with their learning and supporting them in achieving their aspirations.

These eight factors contribute to effective curriculum realisation, and though school improvement services are not solely or entirely responsible for these, they provide a consistent and co-developed framework for planning, activity and reporting at that level.

Principles

In the light of the above, support should emphasise professional learning, curriculum design and implementation to enable practitioners across schools and Pupil Referral Units (PRUs) to engage in curriculum reform drawing from:

- a range of professional learning activities in order to develop their skills, knowledge and practice
- support to undertake curriculum design and implementation, including work on learning progression
- support to engage with the work of the National Network for curriculum implementation.

Activity funded through this element of the grant must be directed towards taking forward the shared expectations and ways of working set out in [Journey to curriculum rollout](#) and with regard to the jointly agreed policy vision and roles and responsibilities set out in [Curriculum for Wales: Implementation Plan](#). The process to curriculum realisation in schools and PRUs involves a range of activities, including:

- identifying the unique factors of the school or PRU and how these contribute to the four purposes
- reviewing the vision, values and behaviours to support curriculum realisation
- understanding of curriculum design considerations including mandatory elements and school linguistic policy
- review curriculum design models and investigate the suitability for their specific school or PRU
- considering the role of progression, assessment and pedagogy in their local curriculum and context
- designing, planning and trialling their proposed curriculum model, evaluating initial designs and developing medium term plans as they work through initial implementation and into an ongoing process of review and refinement.

Where indicated, funding must be passed to schools and PRUs. In so doing you are expected to respond to the Minister's call to ease the burden on schools and should, therefore, review your funding arrangements with a view to ensuring they are streamlined arrangements for schools, while maintaining clarity over the purpose of the funding elements.

Planning, Monitoring and Reporting Requirements

For schools and PRUs, improvement officers or challenge advisors should support them to ensure their curriculum reform planning, including related professional learning, appropriately reflects their journey and local priorities. These should be in accordance with their development plans and adhere to national guidance on the Curriculum for Wales, its implementation, and the use of funding. Arrangements for monitoring and reporting of funded activity should not be overly burdensome on schools and PRUs and should not require separate reporting requirements at the local level. Where possible, approaches should be used that are harmonised with existing school systems; this focussed on strategic school-level planning, with reporting on activity and impact in a holistic way.

For grant recipients, as part of your business plans, you will set out how this funding will be used to support curriculum implementation across the three areas set out below, including related professional learning, and confirm staffing capacity to deliver the actions. In your planning you are expected to

have regard to national guidance on how schools should apply funding as set out in the *Journey to curriculum roll-out*.

You will attend regular monitoring meetings with Welsh Government officials to discuss national priorities and report on regional or local needs. You will provide information in a termly report on progress to evidence outputs and an annual report to evidence outcomes and value for money.

We expect termly reports to focus on schools' preparedness for CfW, its implementation, support arrangements in place and the impact of that support. The format of reports is agreed separately and may be amended from time to time. However, reports should include information on how the requirements of this grant, as set out in the three sections below, are being met.

As part of the reporting process, you will be expected to report on the completion of activity on well-being in learning and provide a summary of impact in the 2022/23 autumn term report.

1. *Building and ensuring middle tier capacity*

This element of the grant includes funding provision under the following lines:

- Curriculum reform professional learning programme
- Regional support for curriculum and assessment reform

Purpose

To support grant recipients' capacity to further the development of the CfW and to continue to work with schools and PRUs to ensure all practitioners receive the relevant knowledge and skills to effectively realise the new purpose-led curriculum. Funding in this area is for your organisation's use, and should focus on ensuring a flexible programme of targeted interventions to support the collaborative development of shared understandings on curriculum and assessment. This flexible programme will need to respond to the ongoing and emerging needs of schools and PRUs as they work through curriculum development and implementation, while having regard to national approaches.

As a condition of this funding, and as part of your planning and reporting, you will be expected to:

- focus on support for those schools and PRUs which have furthest to go in responding to learning impacts of the pandemic and in their curriculum reform journey
- have regard to support provided in other parts of Wales, and work with other regions and local authorities to seek parity of provision under this national programme

- ensure engagement of all practitioners with the new curriculum and to equip them with the appropriate skills through a programme of professional learning, with the professional learning passport as an embedded element of all professional learning
- continue to provide access to an asynchronous CfW development programme with a key focus on middle leaders and teachers
- fund and support the development and delivery of national professional learning programmes linked to key areas of the new curriculum, for example international languages, careers and work related experiences (priorities to be agreed with Welsh Government and programmes to be co-developed with other stakeholders where applicable)
- ensure all maintained schools and PRUs have access to support for learning progression and curriculum reform - and that all are routinely advised on the breadth of support available for the stage of their reform journey
- facilitate the dissemination of learning from the national progression project to wider networks
- support local engagement between as well as within schools and PRUs in the context of National Network conversations, for example, supporting engagement with the issues and questions raised in Network conversations and promoting materials
- actively promote the National Network to schools and PRUs in your area through your social media, website and active networks so it forms part of your coherent offer of support for curriculum reform
- support practitioners in developing their understanding of assessment arrangements as an integral part of curriculum design and for the purpose of supporting individual learner progression
- support the embedding of ongoing, day to day assessment within learning and teaching (in terms of planning and practice).

Funding

The total all-Wales allocation of £3.2 million for the *Curriculum reform professional learning programme* has been split equally between regions and partnerships to enable equal engagement in the development and delivery of the national programme.

The total all-Wales allocation of £3.4 million for *Regional support for curriculum and assessment reform* has been distributed using the PLASC-based formula to reflect the range and nature of schools and PRUs with which you have to engage.

2. Building and ensuring in-school capacity

This element of the grant includes funding provision under the following lines:

- School-led professional learning, enquiry and research
- Schools curriculum and assessment reform, including learning progression

- Well-being in learning

Purpose

Funding must be used to support schools and PRUs to develop understanding and approaches to support their learners in response to the pandemic, in preparation for CfW, and through ongoing cycles of curriculum review under the CfW. It should support schools and PRUs to understand and respond to the needs of learners in order to progress. This recognises that learning progression is a critical enabler of supporting learners out of the pandemic and of realising the ambitions of the CfW.

This funding is also to support school to school working to enable schools to deliver professional learning on a cluster, local or regional basis.

As part of this funding you will be expected to:

- continue to work with HEI partners to support 300 schools nationally to successfully engage with the National Enquiry development Programme for practitioners
- subject to the outcomes of the external evaluation, begin to involve an extended network of schools in NPEP to support the transition to a national approach
- support lead cluster networks to develop and deliver the regional professional learning offer to equip the wider schools network to prepare for and undertake ongoing review of the CfW
- fund school-level engagement with the national pedagogy network and the leading collaborative learning project
- fund and support school sixth form practitioners to engage in collaborative post-16 national enquiry cluster work
- provide funding to selected schools in each region / local authority to enable them to participate fully in piloting models to embed research and professional enquiry
- support schools and PRUs to engage with the professional standards for teaching and leadership and for assisting teaching
- fund schools and PRUs to support them to undertake their curriculum design and development and/or facilitate the use of their funding for collaborative approaches
- fund schools and PRUs to develop and embed progression, including supporting appointed schools to engage with the national progression project and supporting others to engage with this learning
- fund residual approaches and supporting materials to schools and PRUs for the remainder of the 2021/22 academic year to help them embed well-being in learning. This funding should not be used for wider well-being approaches within schools and PRUs for which other funding streams are available. Activity funded through this element of the grant may include embedding and modelling learning around mental and physical well-being and relationships across the curriculum.

Activity should be coordinated across regions / authorities to ensure a national approach to support for well-being in learning as part of curriculum design.

Funding

The total all-Wales allocations of £3.2, £6.346 and £0.33 million for the above funding lines have been split via the PLASC-based formula in order to be directed to schools proportionally across Wales.

3. Direct funding for schools

This element of the grant includes funding provision under the following lines:

- Professional learning grant for schools
- National network schools engagement.

Purpose

To enable practitioners to engage in a range of activities to realise the CfW, including use of professional learning and engagement in the work of the National Network for curriculum implementation in order to develop their skills, knowledge and practice.

Improvement officers or challenge advisors should be used to provide support to schools to ensure their plans for professional learning appropriately reflect their journey and local priorities in accordance with their school development plans and adhere to national guidance on the use of the funding.

Schools may be expected to contribute to case studies and inform a prospective evaluation of the impact of the grant.

In respect of National Network engagement, funding distribution should have regard to standardised levels agreed nationally; for your information this is suggested at an indicative figure of £250 per day. In distributing funding, approaches should be used which seek to minimise schools' and PRUs' administration; with combined 'block' funding approaches being preferred. However, in the application of such approaches the purpose of the funding must be clear to schools and PRUs. In respect of schools' and PRUs' engagement in National Network conversations this can include support for release, as well as their consideration of the issues being explored, and discussing these questions back at school, sharing and embedding the learning from events attended.

Distribution of this funding should also cover, at the same indicative standardised national rate, support for schools who volunteer to drive the work of the National Network. These functions include review of priorities, conversation and engagement planning, engagement facilitation, analysis and reporting of findings. National guidance co-constructed with partners for these schools includes specific expectations and inputs.

As a condition of this funding you will be expected to actively promote the benefits to schools of their participation in National Network conversations, seeking to broaden the range of schools' participation, as well as planning and facilitation work. You will have regard to national guidance, and ensure that your schools and PRUs are aware of that guidance to inform their use of funding.

Funding

The total all-Wales allocation of £12 million for the above professional learning grant for schools, as well as the £3 million nationally for engagement with the National Network, has been split via the PLASC-based formula in order to be directed to schools proportionally across Wales.

100% of the funding provided under this element of the grant must be passed to schools (including PRUs).

Funding for Professional Learning can be used flexibly by schools to allow them to work together in ways that suit their own circumstances, in line with the guidance. Guidance for schools on how to use the Professional Learning funding has been provided at Annex X. Guidance for use of funding for curriculum reform, including National Network engagement is contained within the [Journey to curriculum rollout](#).

B) Professional Learning and Leadership

1. Professional learning for developing practice and reflection

Purpose

To be used by regions and partnerships to engage with universities and other stakeholders to support delivery of Welsh Government-led projects.

As part of this funding you will be expected to:

- identify a lead member of staff to join the Project Group for Embedding Research and Enquiry in Schools;
- work with Welsh Government to develop a model to provide all schools and all practitioners with the opportunity to use high quality educational research and participate in professional enquiry;
- identify a lead member of staff to facilitate engagement in the National Pedagogy Project including Talk Pedagogy, research and development of national professional learning resources;
- facilitate school engagement with the listening to learners project to engage learners in dialogue about learning experiences in relation to Curriculum for Wales as part of our national exploration of pedagogy;
- work collaboratively to ensure that the professional standards for teaching and leadership and assisting teaching are at the heart of

- professional learning and are used by practitioners to reflect on their practice;
- continue to support national implementation of the Schools as Learning Organisations (SLOs) approach, leading to a significant increase in engagement with the national SLO survey;
 - continue to share best practice across the system to equip SLO enablers to support other schools with areas for development;
 - support the ongoing development of regional consortia as middle tier learning organisations as part of the wider transition towards a learning education system;
 - continue to develop the Welsh Collaborative for Learning Design, working with schools at regional and partnership level and in collaboration with Universities across Wales. This will include further dissemination of the Remote Asynchronous Learning Design Resources currently available in Hwb
 - support recruitment to the Masters programme and to ITE provision via Open University.

Monitoring and Reporting Requirements

As part of your business plans, you will set out how this funding will be used to support school-led professional learning, enquiry and research.

You will attend regular monitoring meetings with Welsh Government officials to report on regional or local needs.

You will provide a termly report on progress to evidence outputs and an annual report to evidence outcomes and value for money.

Payment

The total all-Wales allocation of £1.1m has been split equally between regions and partnerships to enable equal engagement in the development and delivery of the national programme.

2. Early Career Support Package

Purpose

This funding should be used to work with Welsh Government and universities to develop a national early career support package to support teachers in the first 4-years of their teaching careers.

As part of this funding you will be expected to:

- identify a lead member of staff to join the national project group for the early career support package;
- further develop the national induction professional learning programme for NQTs, induction mentors and external verifiers and building on the

Camau Nesaf and Camau Pellach programmes and the bank of national resources;

- develop and deliver a national professional learning offer for teachers who have completed induction to include key areas of curriculum reform and specific support in regard to discipline specialisms e.g. for secondary practitioners, ALN.

Monitoring and Reporting Requirements

As part of your business plans, you will set out how this funding will be used to support early career teachers.

You will attend regular monitoring meetings with Welsh Government officials to report on regional or local needs.

You will provide a termly report on progress to evidence outputs and an annual report to evidence outcomes and value for money.

Payment

The total all-Wales allocation of £0.250m has been split equally between regions and partnerships to enable equal engagement in the development and delivery of the national programme.

3. *Teaching Assistants Learning Pathway including Higher Level Teaching Assistants*

Purpose

To offer and deliver a range of suitable programmes across the different levels of teaching assistants in Wales known as the Teaching Assistant Learning Pathway (TALP). Provision should be progressive and linked to the professional standards for assisting teaching.

As part of this funding you will be expected to:

- Deliver the Teaching Assistants Learning Pathway including experienced HLTA and practicing TA provision
- deliver an Aspiring Higher Level Teaching Assistant Programme that leads to the assessment of the Higher Level Teaching Assistant (HLTA) Status;
- maintain the quality threshold for all candidates to ensure that they can develop their skills appropriately which is progressive and continues to develop all practitioners;
- take into account any pressure points and areas of need (such as those working in the Welsh-medium sector) when considering candidates to join the TALP, and
- ensure consistency of delivery nationally delivering both regionally and locally as applicable

- Continue to refresh and review the TALP delivery to ensure its up to date and relevant
- support and participate in the TA PL Steering group where appropriate

Monitoring and Reporting Requirements

As part of your business plans, you will set out how this funding will be used to support teaching assistants.

You will attend regular monitoring meetings with Welsh Government officials to report on regional or local needs.

You will provide a termly report on progress to evidence outputs and an annual report to evidence outcomes and value for money.

You will provide a report to Welsh Government on each Cylch including an over view of the programme, breakdown of candidates, sectors and success rates highlighting good practice and any improvements required .

Payment

The total all-Wales allocation of £0.950m has been split equally between regions and partnerships to enable equal engagement in the development and delivery of the national programme.

4. Support for Welsh in education

Purpose

This funding supports the development of Welsh in Education.

As part of this funding you will be expected to:

- continue the role of the regional Welsh strategic leads in order to facilitate cross-regional working and to inform and support national developments;
- work with local authorities on the planning and implementation of Welsh in Education Strategic Plan outcomes that are specifically linked to the regional role of school improvement and delivering professional learning;
- develop and deliver a national programme of professional learning to support the workforce to prepare to deliver a transformational approach to the learning, teaching and assessment of the Welsh language;
- work with Welsh Government, National Centre for Learning Welsh and Sabbatical Scheme providers to support practitioners to access a national programme of Welsh language skills development and provide post-course support once they return to school to plan the best use of the skills developed;

- develop and deliver a national professional learning programme to support schools to improve teaching through the medium of Welsh and immersion education;
- ensure that the challenge and support functions for schools advises school leaders on how to strategically plan to address the objectives of Cymraeg 2050 and monitors their progress along with how they use their professional learning and EIG funding for this purpose.

Monitoring and Reporting Requirements

As part of your business plans, you will set out how this funding will be used to support the teaching and learning of Welsh and through the medium of Welsh.

You will attend regular monitoring meetings with Welsh Government officials to report on regional or local needs.

You will provide a termly report on progress to evidence outputs and an annual report to evidence outcomes and value for money.

Payment

The total all-Wales allocation of £2.7m has been split via the PLASC formula in order to be directed proportionally across Wales.

This funding can be retained by the regions to deliver support to schools, and is not required to be delegated to schools.

5. A level and Advanced Welsh Baccaureate improvement

Purpose

Funding must be used to provide support to improve teaching and learning of A Levels and the Advanced Welsh Baccaureate.

As part of this funding you will be expected to:

- continue delivery of the leadership programme for sixth form leaders;
- continue engagement with the VESPA mindset;
- support the roll-out of post-16 NPEP cluster projects;
- continue delivery of professional learning to support the teaching of the Advanced Welsh Baccaureate;
- support schools to access and make best use of resources to support transition and work with Welsh Government to develop case studies on schools' approaches;
- support the creation and consolidation of a shared post-covid approach to post-16 study, and
- support for other cross-consortia projects that may emerge during the year.

Monitoring and Reporting Requirement

As part of your business plans, you will set out how this funding will be used to support the teaching and learning of A Levels and Advanced Welsh Baccalaureate.

You will attend regular monitoring meetings with Welsh Government officials to report on regional or local needs.

You will provide a termly report on progress to evidence outputs and an annual report to evidence outcomes and value for money.

Payment

The total all-Wales allocation of £0.8m has been split via a formula based on the number of learners in school sixth forms in order to be directed proportionally across Wales.

This funding can be retained by the regions to deliver support to schools, and is not required to be delegated to schools.

6. Leadership

6a. National Professional Qualification for Headship (NPQH) £0.675m

Purpose

To deliver an aspiring heads programme that provides access to the NPQH assessment. The Aspiring Heads Programme and the assessment of the NPQH status conforms to a national professional learning programme delivered both regionally and nationally.

As part of this funding you will be expected to:

- maintain the quality threshold so that candidates are only accepted onto the programme that have a high likelihood of successfully completing and progressing to a headship position (assuming one is available) within 2 years;
- take into account any pressure points and areas of need (such as the need for Welsh-medium heads) when considering candidates and prioritise appropriately;
- ensure consistency of delivery across the regions and that delivery is in line with the professional standards for leadership

Monitoring and Reporting Requirements

As part of your business plans, you will set out how this funding will be used to those partaking in the Aspiring Heads Programme and NPQH Assessment.

You will attend regular monitoring meetings with Welsh Government officials to report on regional or local needs.

You will provide a termly report on progress to evidence outputs and an annual report to evidence outcomes and value for money.

You will provide a report to Welsh Government on each Aspiring Heads Programme and the NPQH Assessment that includes an over view of the programme, breakdown of candidates, sectors and success rates highlighting good practice and any improvements required .

Payment

Funding, in 2022-23 will comprise of £4500 per candidate and allocated as follows:

Region	Total number of candidates	Total funding
EAS	19	£105,500 (including £20,000 for the Successful Candidate Celebration day)
CSC	41	£184,500
GWE	35	£157,500
Partneriaeth	44	£198,000
Total	139	

Funding for the for the NPQH is a national Programme and can only be paid to the regions although NPT, Ceredigion and Powys candidates are included in the totals above.

The cost for candidates above the maximum number outlined will be met by Consortia from their own budgets.

Funding for the NPQH successful candidates Celebration day is also provided to EAS on behalf of all the regions.

6b. Future Leaders Programmes £1m

Purpose

To offer and deliver the Leadership development pathways which offers a range of suitable programmes across the different levels of leadership in Wales including those national development programmes for Aspiring, senior, middle and experienced Leaders.

As part of this funding you will be expected to:

- identify a lead member of staff for this work linking to the delivery of the Aspiring Heads Programme and ensure that any good practice can be shared more widely across Wales;

- ensure that programmes will have either received or are working towards receiving endorsement from the National Academy for Educational Leadership;
- deliver provision to equip participants to become inspirational leaders who can work collaboratively and are committed to raising standards and reducing the attainment gap;
- deliver learning opportunities that support leaders at all levels and be clearly linked to the Leadership Pathway. All participants should be offered the support of the learning coach or mentor;
- support the delivery of the Newly Appointed and Acting Headteacher Programme endorsed by the National Academy for Educational Leadership, which should be available to all newly appointed and acting Headteachers in Wales.

Monitoring and Reporting Requirements

Any provision offered using this funding should be in line with national provision and meets the endorsement criteria as set out by the National Academy for Educational Leadership.

As part of your business plans, you will set out how this funding will be used to support the leaders.

You will attend regular monitoring meetings with Welsh Government officials to report on regional or local needs.

You will provide a termly report on progress to evidence outputs and an annual report to evidence outcomes and value for money.

Payment

The total all-Wales allocation of £1m has been split equally between regions and partnerships to enable equal engagement in the development and delivery of the national programmes.

7. Pedagogy research design GWE only

Purpose

This funding is to support the participation of Higher Education Institutions (HEIs) through CEIREI (a formal strategic collaboration between GwE and Bangor University) in a pedagogy school focused research project.

The purpose of the research project is to explore the 12 pedagogical principles and and develop a deep and thorough understanding of them and the research on which they are based. This work will result in pedagogical narratives and professional learning engagement resources that will support local authority, region and school activity through collaborative, professional reflection and enquiry.

This research project supports our national exploration of pedagogy in line with the National Pedagogy Project and will involve co-construction between Welsh Government, universities, regional consortia and partnerships and schools.

Responsibilities of the HEI to include the identification of staff who will:

- Participate in regular meetings of the Research Project Team that oversees this work.
- Conduct an initial rapid review to develop a relevant evidence base to share with project schools
- Scaffold and support the project schools engagement with the evidence-base
- Scaffold and support the planning of a professional enquiry based on agreed learning experiences in line with the focus areas identified by the Research Project Team.
- Work alongside project schools to capture the learning experiences in action
- Develop a pedagogical narratives from the 'capture' and relate it to the evidence base
- Collaborate with local authority and regional consortia colleagues to develop the linked PL resources

Monitoring and Reporting Requirements

The funding will be managed by CEIREI and this will be used to seek the collaborative engagement of other HEI in the project.

You will attend regular monitoring meetings with Welsh Government officials to report progress.

Payment

Funding of £0.080m will be allocated to GWE to manage in partnership with CEIREI.

CEIREI can retain up to £10,000 for the management of the project and for supporting the development of outputs.

The remaining £70,000 will be divided equally to support the engagement of HEI collaborators in supporting the 4 groups of participating schools.

8. Welsh-medium pilot EAS only

8a Gap Year project

Purpose

The pilot project will fund gap year placements for pupils leaving Welsh-medium education after A-levels to work as teaching assistants in three Welsh-medium primary schools in Torfaen. This will both encourage Welsh

speakers to stay within their local area as well as giving them experience before hopefully progressing to study for a Welsh-medium PGCE.

Monitoring and Reporting Requirements

A progress update should be provided following recruitment. A full evaluation report should be provided at the end of the pilot.

Payment

A total of £80,262 will be allocated to EAS over two financial years to manage the project in partnership with Torfaen.

2022-23 - £46,820

2023-24 - £33,442

8b Secondments project

Purpose

The pilot project will explore using staff from within the region's current Welsh in a Year sabbatical graduate teaching community to assist teaching in Welsh-medium schools on a part-time basis (proposal: 2 days a week for 2 terms) as part of their ongoing professional learning. This will support identified Welsh-medium schools with an acute need for further capacity in assisting teaching to meet immediate staffing needs. This will also benefit staff who have participated in the Welsh in a Year sabbatical programme in recent years to immerse themselves in a Welsh-medium environment to maintain and continue to develop their skills. Transfer of language teaching pedagogy from the English-medium sector will also benefit Welsh-medium schools as the effectiveness of the schools' approaches to immersion are reconsidered in line with Covid effects.

Monitoring and Reporting Requirements

A progress update should be provided following recruitment of secondees. A full evaluation report should be provided at the end of the pilot.

Payment

Funding of £126,000 to EAS to manage the project in partnership with schools.

9. Welsh in education national project manager (Gwe only)

Purpose

To provide a national project manager to support the co-ordination, development and delivery of Welsh in education activities, in accordance with the vision of Cymraeg 2050 and the Welsh in education workforce plan.

Monitoring and Reporting Requirements

Regular monitoring meetings with Welsh Government officials to report on developments and priorities.

You will provide a termly report on progress to evidence outputs and an annual report to evidence outcomes and value for money.

Payment

Funding of £70,000 to GWE to manage on behalf of all regions and local authority partnerships.

10. All age schools (EAS only)

Purpose

The funding is for the All age school network to continue with school-based research, supplemented by university-led research into all-age schools in other countries in accordance with the outline plan submitted by the network.

Monitoring and Reporting Requirements

Regular monitoring meetings between the Chair of the Network and Welsh Government officials to report on developments and priorities.

Payment

Funding of £70,000 to EAS to allocate to Ebbw Fawr school on behalf of all members of the All Age School Network.

C) Modern Foreign Languages

International Languages/Modern Foreign Languages - Global Futures

Funding should be used for secondary schools to enable engagement and collaboration within and across other Consortia and partnerships to improve support and planning for International Languages within the curriculum for Wales. Expanding the teaching of Modern Foreign Languages in our schools is a Programme for Government commitment.

Also for support for secondary schools to work with Language Institutes, HEIs (including the Open University) to provide opportunities and support for the teaching and learning of international languages. The support provided should align to the strategic aims and actions outlined in the Global Futures programme.

Info on reporting – Written Quarterly updates provided against the agreed actions of the Global Futures Strategic plan that include school progress towards the Curriculum for Wales and supporting the programme for Government commitment.

Modern Foreign Languages- Building Capacity in the Primary Sector

Provision to build capacity to teach international languages in primary schools within the curriculum for Wales. This is to include the amount to be allocated to the Open University's 'TEachers Learning to Teach languages (TELT)'.

Info on reporting – Written Quarterly updates provided against with the agreed actions of the Global Futures Strategic plan that include school progress towards the Curriculum for Wales and supporting the programme for Government commitment.

D) Other teaching and learning PL (Literacy and numeracy; Digital)

Literacy and Numeracy Grant

Purpose

This funding is to provide direct support to schools to deliver on literacy and numeracy across the curriculum, based on the expectations within the Literacy and Numeracy Framework.

Monitoring and Reporting Requirements

As part of your business plans, you will set out how this funding will be used to support schools to raise standards of literacy and numeracy.

Payment

The total all-Wales allocation of £500,000 has been split equally between regions and partnerships.

Primary LNF Oracy Scheme

Purpose

This funding is to provide targeted support to schools on developing oracy skills across the curriculum. Oracy (speaking and listening) is a strand of the Literacy component of the Literacy and Numeracy Framework (LNF).

Monitoring and Reporting Requirements

As part of your business plans, you will set out how this funding will be used to develop oracy skills.

Payment

The total all-Wales allocation of £400,000 has been split via the PLASC formula in order to be directed proportionally across Wales.

Digital Competence Framework

Purpose

This funding is to provide support for digital competence based on your area's needs. The aim is to further embed digital competence and the DCF across the curriculum and for ongoing work to develop support and resources for schools to improve digital planning and implementation at a whole school level.

Monitoring and Reporting Requirements

As part of your business plans, you will set out how this funding will embed digital competence across all areas of the curriculum.

Payment

The total all-Wales allocation of £100,000 has been split equally between regions and partnerships.

E) Coding and Digital Skills

As part of this funding, we expect support for developing coding and digital skills to be provided based on your regional needs. The aim is to embed the concepts of computation for teaching and learning across the curriculum. This funding is to support ongoing work under our 'Cracking the Code' plan and for learners to develop their understanding of how to use digital technologies to their full potential, to understand how computers interact, and that there are broad legal, social and ethical consequences to the use of technology. This funding is also for ongoing work to develop support and resources for schools to improve digital skills at a whole school level.

F) Professional Learning Funding

Guidance for schools on how to use the funding

Background

The National Approach to Professional Learning was officially launched in 2018. This "made in Wales" approach to professional learning marked a key point in the reform journey. It aligns with the professional standards, the Schools as Learning Organisations approach and professional learning model, to create a vision fit for the evolving education system in Wales for all educational practitioners, not just teachers. Welsh Government is committed to ensuring that all practitioners receive the support they need to deliver the new transformational curriculum.

Integral to the National Approach is ensuring that professional learning for practitioners is adequately resourced including both financial resources and time for teachers and leaders to engage with high quality development opportunities.

To support the profound transformation in the way our practitioners and leaders think about their professional learning in the lead up to the new curriculum, enhanced professional learning funding has been made available to schools to make this step-change.

A key part of the National Approach is focused on pedagogy, which is a conduit to ensuring that all practitioners are supported to further develop their knowledge and skills to effectively realise the new curriculum. **Developing high quality teaching and learning is a key enabler of the Curriculum for Wales.**

NEW Professional Learning Entitlement

The National Professional Learning Entitlement is currently being developed through co-construction. It will take the National Approach to Professional Learning to the next phase. The National Professional Learning Entitlement will set out the system's entitlements and expectations for all teaching assistants, teachers and leaders.

It will support the delivery of high quality teaching and learning, by enabling the education profession to:

- support system's priorities, specifically delivering curriculum and wider reform and improving equity through education;
- enjoy equity of access to professional learning, regardless of language, location, role in school, subject in secondary school, and whether practitioners are full-time, part-time or supply;
- enjoy the highest quality of provision and support;
- easily access the provision and support available to them locally, regionally and nationally;
- engage in enquiry and be supported by coaching and mentoring.

During the summer term, regions and partnerships will play a key role in supporting co-construction work with schools across Wales. The Entitlement will launch in September 2022.

Purpose of the professional learning funding:

- An enhanced professional learning funding allocation has been made available since 2018-19 to allow schools to prepare for the new curriculum. An additional £12 million will be made available during 2022-23 to further support curriculum implementation.
- Additional professional learning funding will be allocated via the regional consortia school improvement grant for direct allocation to schools to fund professional learning in accordance with their school development plan.
- It is essential to allow time and space for practitioners and leaders to work together across schools and networks to prepare for the new curriculum and continue to access the necessary support following curriculum launch. With this in mind, the funding conditions are sufficiently flexible to enable schools to work together in ways to meet the specific needs of their own settings and build on the national Curriculum for Wales professional learning programme.
- **The main purpose of the funding is creating time in schools for all practitioners to make changes in practice and develop the skills they need to support delivery of the new curriculum for Wales and to enable schools to continue to adapt and access necessary support, including the national Curriculum for Wales professional learning programme following curriculum launch in September 2022.**
- The main expectations of the funding is to enable practitioners to develop their skills and practice **to deliver high quality teaching and learning** in accordance with the principles of the National Approach, the professional standards for teaching and leadership and those assisting teaching in line with the vision of the forthcoming National Professional Learning Entitlement launching in September 2022.

Overview of current professional learning

Policy Insight Events

Bitesize termly professional learning updates are made available via Welsh Government's virtual Policy Insights. See links to recordings of recent events below:

[Autumn Term Professional Learning Update](#)

[Spring Term Professional Learning Update](#)

The Policy Insights also provide updates on wider professional learning developments and new and emerging development opportunities to support the new curriculum.

National Professional Learning Entitlement

The National Professional Learning Entitlement is currently being developed through co-construction. It will take the National Approach to Professional Learning to its next phase and will set out the system's entitlements and expectations for all teaching assistants, teachers and leaders. Schools can engage in co-construction work during the summer term 2022 to shape the new Entitlement and begin to embed this approach in their own setting following initial launch in September 2022.

Delivering curriculum and wider reform

Welsh Government's Programme for Government Update reinforces the ongoing commitment to '*support schools and teachers to deliver our world-leading Curriculum for Wales.*' The **national Curriculum for Wales professional learning programme** delivered by regional consortia and local authority partnerships will continue to equip all schools to realise the curriculum. This programme aligns with Schools as Learning Organisations, the Professional Learning Journey and the Digital Professional Learning Journey (DPLJ). Schools will also have access to new professional learning linked to key areas of the new curriculum e.g. international languages, diversity and anti-racism; religion, values and ethics (details to follow on Hwb).

Improving equity through education

Above all else, the overarching aim of Welsh Government's national mission is to tackle the impact of poverty on educational attainment and set high standards for all. We want all young people to have high aspirations for their education and future careers. We need a renewed focus on creating a culture of aspiration and self-confidence. A focus on bringing a real awareness of the world of work and the range of available career choices into the lives of children and young people is vital.

Professional enquiry

Building on the Programme for Government commitment to '*explore how to strengthen professional learning communities*' Welsh Government is keen to provide all schools and all practitioners with the opportunity to use high quality educational research and participate in school led professional learning, enquiry and research. Examples include engagement with the National Professional Enquiry Project, the National Pedagogy Network and engaging with the professional standards for teaching and leadership and for assisting teaching.

Well-being

The Programme for Government 2021-26 sets out Welsh Government's well-being objectives. One of the objectives includes a commitment to '*continue our long-term programme of education reform, and ensure educational inequalities narrow and standards rise.*' Staff wellbeing must be at the forefront of all that we do. We will only support pupil wellbeing and deliver high quality teaching if the workforce also feel supported.

Coaching and mentoring

To further support practitioner well-being, work is underway to develop coaching support to complement the national Curriculum for Wales Development Programme to empower schools to advance development of their curriculum journey. New coaching and mentoring provision has initially focused on school leaders, with the next phase of the programme targeting induction leaders and induction tutors.

Early career

Improving support for early career teachers as they transition from initial teacher education into school is a key priority. Work is underway to develop a national programme of professional learning for teachers in their first three years of teaching following the completion of induction.

Welsh language

'Cymraeg 2050: A million Welsh speakers' sets out Welsh Government's ambition of creating a million Welsh speakers by 2050. It includes targets to increase the number of teachers competent to teach Welsh as a subject and other subjects through the medium of Welsh. It also outlines the vision for developing the Welsh language skills of all learners aged 3 to 16 as part of Curriculum for Wales to enable them to use the language in everyday contexts. Schools can develop teaching and use of the Welsh language through professional learning opportunities to ensure that the Welsh language is considered at the heart.

Professional Learning for Support Staff

Teaching assistants (TAs) are a valued and integral part of the school workforce and have an important role as part of a high-quality education profession. In Our national mission the Welsh Government reiterated the commitment to continuing to enable TAs to improve their skills and help them to commit to professional learning by facilitating clearer learning pathways including pathways to achieve the status of higher level teaching assistant (HLTA).

Additional Learning Needs

Ensuring that all staff have an awareness of the learners with additional needs continues to be an important aspect for all practitioners. Funding for professional learning should ensure that not only those with specialist responsibility receive appropriate development, but should also to ensure that all staff are equipped to fully understand the needs of their learners.

Teaching Assistants

Teaching assistants make up a large part of the school workforce and it is important that they too are fully considered to develop their skills and prepare for the introduction of the new curriculum. The development of the Teaching Assistant Learning Pathway is just one part of this and remains important that all teaching assistants are able to develop their skills and knowledge for the introduction of the new curriculum.

Leadership

Leadership remains a key aspect for the successful introduction of the new curriculum and is a key to improving standards for all learners. The National Academy for Educational Leadership is a vital part in ensuring that leadership at all levels continues to improve and adapt for the introduction of the new curriculum.

Governance

The governance structure of the reform programme will be used as a framework to monitor progress in practitioners' access to professional learning, to ensure that schools are ready to realise the new curriculum at the right time. To do this we will:

- request termly reports from regions/partnerships on access to their national programme of professional learning;
- ensure that professional learning expenditure plans are signed off by School Improvement Advisers;
- work with regions/partnerships to audit a random sample of PL funding expenditure plans to demonstrate appropriate deployment of the funding;
- work with regions/partnerships to update professional learning funding case studies on Hwb to exemplify how schools are benefiting from this enhanced investment.

Examples of how the professional learning funding can be used:

A collection of school focused case studies on Hwb demonstrate a range of innovative approaches to maximise enhanced professional learning funding. New case studies will be added in due course. Significant returns on this investment include developing research, supporting innovative approaches to pedagogy and coaching, nurturing the development of aspiring leaders, through school and cluster-based approaches.

Examples of how the funding **can be used** include:

- releasing and covering staff to be involved in collaborative professional learning and collaborative planning – at a school level, and across clusters and networks.
- incentivising and rewarding staff to investigate the implications of the new curriculum for their own teaching and assessment practice – at individual level, by funded release for critical enquiry or professional learning.
- Creating roles and posts dedicated to the mission, and especially to supporting colleagues, departments and whole schools through critical enquiry, change management and schools as learning organisations activities.
- development of the role of a school or cluster level professional learning coach.

The funding **should not be used** to fund activities/purchases not related to professional learning for the new curriculum. Please note that a random sample of schools will be selected to provide evidence of appropriate expenditure of the professional learning funding allocation.

Expectations regarding expenditure of the funding

In line with the National Approach to Professional Learning and the new Professional Learning Entitlement, professional learning is an entitlement for **all** practitioners in schools, not just teachers.

Therefore the expectation is that while the funding formula has been based on FTE for teachers, **all** practitioners are to be given the opportunity to engage with professional learning utilising the funding **to deliver high quality teaching and learning**.

The professional learning funding is not reserved exclusively for teachers and leaders and should also be used to also facilitate access to professional learning for teaching assistants, HLTAs and supply teachers for example.

Principles of the professional learning funding

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

1. That the **total funding allocation is transferred directly to school budgets** by regional consortia/local authority partnerships.
2. Funding is used to support professional learning requirements at school level (in line with school development plan and principles of schools as learning organisations model).
3. The funding is not exclusively reserved to support teachers and leaders and is to be used to support **all** practitioners who support teaching and learning in classrooms including TAs/LSAs/supply teachers.
4. That the funding should be utilised to support **engagement with the regional professional learning offer**, or comparable offer from a HEI or other middle tier stakeholders, or to support PL collaboration across a cluster of schools.
5. Schools should consult with their School Improvement Advisor to ensure there are familiar with alternative funding sources to support leadership development, coaching and mentoring etc to maximise the benefits of this enhanced investment.
6. The funding should be used to support areas such as:
 - The general **release** of teachers and TAs to engage in PL activities

- The **remuneration** of individuals, creating roles and posts, to support the co-ordination of PL activities across a school or group of schools. These role would support colleagues, departments or whole school approaches to critical enquiry, change management and SLO activities
- The **release** costs for practitioners to engage in research activities and critical enquiry, funding release time to investigate the implications of the new curriculum for their own teaching and assessment practice
- The **release** costs to enable practitioners to collaborate both within school and across clusters and networks of schools – engaging with collaborative professional learning and collaborative planning
- Supporting the development of the **roles** such as school (or cluster level) Professional Learning Coach

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

Reporting/Audit requirements

All schools will be required to maintain a detailed record of expenditure of the professional learning funding (either at school at cluster level). Please note that a sample of expenditure reports will be subject to an audit by Welsh Government and/or regional consortia/local authority partnerships. A sample of schools will also be required to prepare a more detailed case study for publication on Hwb to exemplify the benefits of the professional learning funding and share innovative practice with other schools.

The regional School Improvement Advisors, in their work alongside schools, will consider schools' proposals to utilise the expenditure to ensure that planned spend is in line with funding principles/expectations and that the approach is appropriately aligned to the school improvement plan and schools as learning organisations approach.

G) Remote Instruction of Language and Literacy programme

Purpose

This funding is to support further projects to enhance and improve on the effectiveness of the Remote Instruction of Language and Literacy programme (RILL).

As part of a commitment to ongoing development of research for publication, the funding is to support three projects:

- A medium-scale roll out and evaluation of the effectiveness of RILL Cymraeg in schools** – to understand the pedagogical implications of teaching language-universal skills. It will provide a 15-week tech-based language and literacy Welsh programme which should lead to greater gains in reading. It will test the effectiveness of RILL in improving Welsh language and reading skills and

examine whether targeting reading and language universal skills in one language also allows improvement in the other.

- ii. **Expanding RILL to the whole-class level** – to test the effects of complementary, whole-class instruction on all children’s literacy skills. It will develop whole class lessons in Welsh for Welsh schools and test the effectiveness of this whole class approach in developing key language and literacy skills, particularly vocabulary, versus implementation of the RILL without the whole class element.
- iii. **Children and parents learn together** – to investigate the benefits of providing additional instruction in the home environment. It will develop complementary lessons that children can complete at home with the caregiver.

Monitoring and Reporting Requirements

You will provide six-monthly progress reports and a full report and evaluation for all three projects at the end of the funding period.

Payment

A total of £290,000 will be allocated to GWE over two financial years to manage the projects in partnership with Bangor University.

2022-23 - £145,000

2023-24 - £145,000

H) Multi-agency support approach for secondary schools in special measures [EAS only]

This funding should be used to engage ‘programme associates’ for secondary schools in your region who are participating in this approach. Programme associates should have the necessary skills and experience to effectively carry out the role described in the ‘Programme associate specification’ produced by Welsh Government.

The key features of the role include:

- Involvement in multi-agency meetings on behalf of Welsh Government, providing an external perspective and advice to support schools’ improvement.
- Providing feedback to Welsh Government on the progress and effectiveness of the multi-agency approach, including through attendance at steering group meetings and providing written reports as required

I) Education Improvement Grant

Local Authorities provide match funding to the Education Improvement Grant for the Schools element of the Funding. The 2022-23 level is set at the 'match funding level to the EIG for Schools for 2017-18'. EIG grant includes foundation phase funding.

J) Support Collaborative Working & Help Develop Capacity in Consortia (EAS only)

Funding to provide additional resource to support collaborative working and help develop capacity in consortia.

K) Building Capacity in Leadership (CSC only)

Funding to provide additional resource to build capacity in leadership.

L) Funding to Support System Preparation for International Tests

Funding should be used to provide support for schools in preparing for and participating in international surveys taking place in 2022 and beyond. Support will be provided through collaborative planning, engagement of experienced system leaders, and development of materials and professional learning to support skills enhancement.

All claims for funds against this line should be accompanied by a declaration of how much funding has been given to the various consortia over each quarterly period.

**SCHEDULE 2
The Targets**

Description of the Target	Date by when it should be achieved?	Evidence required
Due to the volume of projects involved in this grant offer letter and each having separate targets and objectives of grant, this will be outlined in the purpose section.	Individual target date to each project in schedule 1.	Each project will have different approaches for evidencing that the targets have been met.

SCHEDULE 3 Notification Events

The Notification Events referred to in Condition 9 are listed below:

1. repayment of any part of the Funding is required in accordance with any relevant legislation;
2. you fail to comply with any of the Conditions;
3. the Funding, in full or in part, is not being used for the Purposes;
4. you fail to achieve any or all of the Targets;
5. there is unsatisfactory progress towards completing the Purposes, including meeting the Targets;
6. you fail to provide information about the Purposes requested by us or any UK subsidy enforcement body or any of its auditors, agents or representatives;
7. we have reason to believe that you and/or any of your Personnel are involved in fraudulent activity or have been involved in fraudulent activity whilst the Purposes are/were being carried out;
8. we have made an overpayment of Funding to you;
9. 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
10. any declaration made in Condition 8 is, or proves to be, incomplete untrue or misleading, incorrect in any respect or, if repeated at any time with reference to the facts and circumstances then existing, would be incorrect;
11. there has been a modification (qualification, adverse or disclaimer) to the auditor's opinion on your financial statements;
12. an event or circumstance has occurred and is outstanding which constitutes (or, with the expiry of a grace period, the giving of notice, the making of any determination or any combination thereof, would constitute) a default or termination event (howsoever described) under any other agreement or instrument which is binding on you or to which any of your assets is subject;

13. a moratorium in respect of all or any of your debts or assets or a composition or an agreement with your creditors is agreed, applied for, ordered or declared;
14. you stop or suspend payment of any debts or are unable, or admit in writing your inability, to pay your debts as they fall due;
15. the value of your assets is less than your liabilities (taking into account contingent and prospective liabilities);
16. you commence negotiations, or enter into any composition, compromise, assignment or arrangement, with one or more of your creditors with a view to rescheduling any of your indebtedness (because of actual or anticipated financial difficulties).
17. any action, proceedings, procedure or step is taken in relation to you in relation to:
 - (a) the suspension of payments, a moratorium in respect of any indebtedness, winding up, dissolution, administration or reorganisation (using a voluntary arrangement, scheme of arrangement or otherwise); or
 - (b) a composition, compromise, assignment or arrangement with any of your creditors; or
 - (c) the appointment of a liquidator, receiver, administrative receiver, administrator, compulsory manager or other similar officer in respect of you or any of your assets.
18. a statutory demand is issued against you;
19. you cease, or threaten to suspend or cease, to carry on all or a material part of your business;
20. there is a change in your constitution, status, control or ownership and/or your external auditors resign;
21. you fail to comply with any statutory reporting obligations which are applicable to you (including, but not limited to, filing requirements at Companies House, the Charity Commission, the Financial Conduct Authority);
22. there is any change, whether permanent or temporary, in your shareholders, directors, trustees or partners and/or Personnel which may affect your ability to deliver the Purposes;

23. any event occurs or circumstances arise which in our opinion gives reasonable grounds for believing that providing the Funding and/or the continuation of the arrangements contemplated by this letter could bring us into disrepute;
24. any event occurs or circumstances arise which in our opinion gives reasonable grounds for believing that you may not, or may be unable, to perform or comply with any of your obligations under the Conditions.

SCHEDULE 4
Indicative Payment Profile
(refer to Conditions 5(b), 6(a) and (b))

Period	Payment amount	Dates for receiving payments
April – June 2022	10,946,822.60	July 2022
July – September 2022	9,730,509	October 2022
October – December 2022	10,946,822.60	January 2023
January – March 2023	17,028,390.80	March 2023
Total	48,652,545	

*This grant will be paid in arrears based on the figures above.

**SCHEDULE 5
Audit Certificate**

**Statement of Expenditure
Regional Consortia Allocation Certificate**

End of Year income / expenditure report

a) Total grant received for 2022 - 23 £

b) Actual Expenditure £

Terms and Conditions reference	Funding Description	Allocation 22/23	Expenditure 22/23
A - Curriculum & Assessment Reform	Regional support for curriculum and assessment reform	£1,013,239	
	National Network schools engagement	£894,035	
	Schools curriculum and assessment reform, including learning progression	£1,891,181	
	Well-being in learning	£98,344	
	Curriculum reform professional learning programme	£800,000	
	School-led professional learning, enquiry and research to realise curriculum	£953,637	
B – Professional Learning and Leadership	Professional learning for developing practice and reflection (RALD/ WCLD, SLO, Pedagogy, Professional Standards)	£275,000	
	Higher Level Teaching Assistants (HLTA) - & TALP	£237,500	
	Welsh - Professional Development	£804,631	

	A Level Improvement	£296,000	
	All Age Schools - Support for Research and Collaborative Projects	N/A	
	Induction / Early Career support package	£62,500	
	Future Leadership Programme (Aspiring, middle leaders including Coaching & Mentoring support)	£250,000	
	National Professional Qualification for Headship (NPQH)	£184,500	
	National Welsh in Education Project Manager	N/A	
	Pedagogy research design	N/A	
	Welsh Medium Pilot - Gap Year project	N/A	
	Welsh Medium Pilot - Secondments project	N/A	
C – Modern Foreign Languages	Regional support for Modern languages - (Modern Foreign Languages (Global Futures))	£115,500	
	Modern Foreign Languages – building capacity for MFL in the primary sector	£80,761	
D – Other teaching and learning PL – Literacy and Numeracy; Digital	Literacy & Numeracy Grant	£125,000	
	Primary LNF Oracy Scheme for Wales	£119,205	
	Digital Competence Framework	£25,000	
E – Coding and Digital Skills	Coding & Digital Skills	£89,403	
F – Professional learning Funding	Professional Learning funding	£3,835,760	

G – Remote instruction of Language and Literacy	Remote instruction of Language and Literacy	N/A	
H – Multi-Agency Support Approach	Multi-agency support approach - (EAS)	N/A	
I – Education Improvement Grant (EIG)	Education Improvement Grant (EIG)	£36,441,349	
J - Support Collaborative Working & Help Develop Capacity in Consortia (EAS only)	Support Collaborative Working & Help Develop Capacity in Consortia (EAS only)	N/A	
K - Building Capacity in Leadership (CSC only)	Building Capacity in Leadership (CSC only)	£60,000	
L - Funding to Support System Preparation for International Tests	Funding to Support System Preparation for International Tests	N/A	
Total		£48,652,545	

**For each variation issued by Welsh Government, you will receive an updated version of this certificate.*

Grant to be reclaimed by the Welsh Ministers (a-b) £

I confirm that the agreed aims and objectives have been met.

Certificate of the Chief Finance Officer

I certify to the best of my knowledge and belief that:

- the Information given above is correct and that all expenditure correctly records actual amounts incurred by the authority in relation to the Purposes and costs approved by the Welsh Government as being eligible under the grant;
- Activity was carried out against the agreed aims and objectives in accordance with the Award letter and associated Terms and Conditions of the grant;
- Systems and Controls were in place to ensure that the grant was used solely for the Purposes for which it was given, whether spent directly or passed to other organisations;
- No claims have been made for other funding from the Welsh Government or any other body in respect of the expenditure shown on this statement; and
- Monitoring arrangements were in place to ensure that implementation progressed as recorded on any agreed Delivery plan.

I have attached a qualification report outlining why I am unable to certify the above.

Signature:

Date:

Position: Director of Finance (Section 151 Officer)

COMPLETE AND RETURN BY 30 SEPTEMBER 2023

SCHEDULE 6

Requirements of the UK GDPR

Part 1

Carrying out the Purposes will require the processing of personal data on our behalf. We will be the Data Controller and the table below provides details of the permitted processing to be undertaken in carrying out the Purposes.

You must comply with any further written instructions from us in respect of processing on our behalf. Any such further instructions shall be incorporated into the table:

Description	Detail
Legal Basis for Processing	GDPR Article 6(e) Processing is necessary for the performance of a task carried out in the public interest
Subject Matter Of The Processing	In accordance to Schedule 1 of this Grant Offer Letter, the purpose listed for National Professional Qualification for Headship (NPQH) will require the regions to provide personal data to WG. The personal data collected and process will be of individuals who qualify for the programme and in order for WG to issue certification to them.
Duration of the Processing	The duration of the process will be for the time necessary for the production and awarding of the certification for length of time this grant offer letters covers
Location of Processing	The data must be processed within the UK
Nature of the Processing	National Professional Qualification for Headship (NPQH)

	The nature of the processing is to enable WG as the 'Awarding Body' to moderate, produce and issue certificates to eligible individuals who participate on the NPGH Programme.
Purposes of the Processing	<p>National Professional Qualification for Headship (NPQH)</p> <p>The purpose of the processing will support WG in their commitment to the new Professional Standards for Teaching and Leadership and Our National Mission</p> <p>This is achieved in their administrative role as the 'Awarding Body', to monitor, produce and issue certificates to eligible individuals who participate on the NPGH Programme.</p>
Type of Personal Data to be Processed	<p>Personal Data of individual who participated on the NPQH Programme, being collected and processed to include:</p> <ul style="list-style-type: none"> ▪ Full Name, ▪ email address – personal and school ▪ Teacher Reference Number ▪ Current Job title ▪ Assessment Language, Local Authority , Consortia ▪ School Name and Address ▪ Sector
Categories of Data Subjects	Personal Data of Teachers / Head teachers
Plan for the return and/or destruction of the data once the processing is complete UNLESS requirement under union or member state law to preserve that type of data	WG will retain the personal data required for the certification on National Professional Qualification for Headship (NPQH) programme for 3 years , after which time the data will be destroyed

Part 2

1. The definitions set out below for the following terms shall be used in this UK GDPR Schedule:

Data Security Event	means any event that results or may result in unauthorised access to Personal Data held by you under the Award of Funding , and/or actual or potential loss and/or destruction of Personal Data in breach of this Award of Funding including any Personal Data Breach (as defined in the UK GDPR);
Data Protection Impact Assessment	means an assessment by the Controller of the impact of the envisaged Processing on the protection of Personal Data;
Data Protection Legislation	all applicable data protection and privacy legislation in force from time to time in the UK including without limitation the UK GDPR; the DPA 2018 (and regulations made thereunder); the Privacy and Electronic Communications Regulations 2003 (SI 2003/2426) as amended; and the guidance and codes of practice issued by the Commissioner and which are applicable to a party;
Data Subject Access Request	means a request made by or on behalf of a Data Subject in accordance with rights granted pursuant to the Data Protection Legislation to access their Personal Data;
DPA 2018	means the Data Protection Act 2018;
UK GDPR	means the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data as it forms part of the law of England and Wales, Scotland and Northern Ireland by virtue of section 3 of the European Union (Withdrawal) Act of 2018;
Law	means: (a) any applicable statute or proclamation or any delegated or subordinate legislation; (b) any applicable guidance, code of practice, direction or determination with which we and/or you are bound to comply to the extent that the same are

	<p>published and publicly available or the existence or contents of them have been notified to you by us ; and</p> <p>(c) any applicable judgment or order of a relevant court of law which is a binding precedent in England and Wales,</p> <p>in each case in force or applicable in both England and Wales, or in Wales only;</p>
Party	means us or you, together 'the Parties' ;
Protective Measures	means appropriate technical and organisational measures which may include pseudonymising and encrypting Personal Data, ensuring confidentiality, integrity, availability and resilience of systems and services, ensuring that availability of and access to Personal Data can be restored in a timely manner after an incident and regularly assessing and evaluating the effectiveness of the measures adopted by it;
Sub-Processor	means any third party appointed to Process Personal Data on your behalf in relation to the Award of Funding;
Business Days	means a day other than a Saturday, a Sunday, Christmas Day, Good Friday or a bank holiday in Wales under the Banking and Financial Dealings Act 1971.

2. PROTECTION OF PERSONAL DATA

2.1 In this UK GDPR Schedule the following terms shall have the meaning given to them in the UK GDPR: **Controller, Processor, Data Subject, Personal Data, Process, Personal Data Breach, Data Protection Officer.**

2.2 The Parties acknowledge that for the purposes of the Data Protection Legislation we are the Controller and you are the Processor.

2.3 Unless otherwise required to do so by Law (in which case you shall inform us of that legal requirement before Processing, unless law prohibits such information on important grounds of public interest), the only Processing of Personal Data you are authorised to do is described in this UK GDPR Schedule or is the subject of prior written approval by us and may not be determined by you. You will not process the Personal Data for any other purpose or in a way that does not comply with this Award of Funding or the Data Protection Legislation. You must comply promptly with our written instructions requiring you

to amend, transfer, delete or otherwise process the Personal Data, or to stop, mitigate or remedy any unauthorised processing.

2.4 You must notify us immediately if you consider that any of our instructions infringe the Data Protection Legislation.

2.5 You must provide all reasonable assistance to us in any on-going Data Protection Impact Assessment prior to and after commencing any Processing. Such assistance may, at our discretion, include:

2.5.1 a systematic description of the envisaged Processing operations and the purpose of the Processing;

2.5.2 an assessment of the necessity and proportionality of the Processing operations in relation to the Purposes;

2.5.3 an assessment of the risks to the rights and freedoms of Data Subjects; and

2.5.4 a systematic description of the measures envisaged to address the risks, including safeguards, security measures and mechanisms to ensure the protection of Personal Data.

2.6 You must in relation to any Personal Data Processed in connection with your obligations under the Award of Funding:

2.6.1 process that Personal Data only in accordance with Condition 2.3 of this UK GDPR Schedule, unless you are required to do otherwise by Law. If you are so required you must promptly notify us before Processing the Personal Data unless prohibited by Law;

2.6.2 ensure that you have in place Protective Measures, which have been reviewed and approved by us as appropriate, to protect against a Data Security Event having taken account of the:

- (i) nature of the data to be protected;
- (ii) harm that might result from a Data Security Event;
- (iii) state of technological development; and
- (iv) cost of implementing any measures;

2.6.3 you must, where you are required under the Award of Funding to notify Data Subjects of the purpose and detail of the Processing to be undertaken, cooperate with us to agree an appropriate notice which complies with the Data Protection Legislation. The notice

must have our prior written approval. You must not modify or alter the notice in any way without our prior written consent;

2.6.4 ensure that your Personnel do not Process Personal Data except in accordance with the Award of Funding;

2.6.5 ensure that you take all reasonable steps to ensure the reliability and integrity of any of your Personnel who have access to the Personal Data and ensure that they:

- (i) are aware of and comply with your obligations under the Conditions;
- (ii) are subject to appropriate confidentiality undertakings with you or any Sub-Processor;
- (iii) are informed of the confidential nature of the Personal Data and do not publish, disclose or divulge any of the Personal Data to any third party unless directed in writing to do so by us or as otherwise permitted by the Award of Funding; and
- (iv) have undergone adequate training in the use, care, protection and handling of Personal Data;

2.6.6 not transfer Personal Data outside the UK unless our prior written consent has been obtained or Article 28(3)(a) of the UK GDPR applies.

2.6.7 At our written direction, delete or return Personal Data (and any copies of it) to us on expiry of the Award of Funding unless you are required by Law to retain the Personal Data.

2.7 Subject to Condition 2.8, you must notify us immediately if in connection with the Award of Funding you:

2.7.1 receive a Data Subject Access Request (or purported Data Subject Access Request);

2.7.2 receive a request to rectify, block processing or erase any Personal Data;

2.7.3 receive any other request, complaint or communication relating to either Party's obligations under the Data Protection Legislation;

2.7.4 receive any communication from the Information Commissioner or any other regulatory authority in connection with Personal Data Processed under the Award of Funding;

2.7.5 receive a request from any third party for disclosure of Personal Data where compliance with such request is required or purported to be required by Law; or

2.7.6 become aware of a Data Security Event.

2.8 Your obligation to notify under Condition 2.7 of this UK GDPR Schedule includes the provision of further information to us in phases without undue delay as details become available.

2.9 Taking into account the nature of the Processing, you must provide us with full assistance in relation to either Party's obligations under Data Protection Legislation and any complaint, communication or request made under Condition 2.7 of this UK GDPR Schedule (and insofar as possible within the timescales reasonably required by us) including by promptly providing us with:

2.9.1 full details and copies of the complaint, communication or request;

2.9.2 such assistance as we may reasonably request to enable us to comply with a Data Subject Access Request within the relevant timescales set out in the Data Protection Legislation;

2.9.3 at our request, any Personal Data you hold in relation to a Data Subject;

2.9.4 assistance as we may reasonably request following any Data Security Event;

2.9.5 assistance as we may reasonably request with respect to any request from the Information Commissioner's Office or any consultation by us with the Information Commissioner's Office.

2.10 You must maintain complete and accurate records and information to demonstrate your compliance with this Condition 2 of this UK GDPR Schedule. This requirement does not apply where you employ fewer than 250 staff unless:

2.10.1 we determine that the Processing is not occasional; or

2.10.2 we determine the Processing includes special categories of data as referred to in Article 9(1) of the UK GDPR or Personal Data

relating to criminal convictions and offences referred to in Articles 10 of the UK GDPR; or

2.10.3 we determine that the Processing is likely to result in a risk to the rights and freedoms of Data Subjects.

2.11 You must allow for audits of your Data Processing activity by us or our designated auditor.

2.12 You must designate a data protection officer if required by the Data Protection Legislation.

2.13 Before allowing any Sub-Processor to Process any Personal Data related to the Award of Funding you must:

2.13.1 notify us in writing of the intended Sub-Processor and Processing;

2.13.2 obtain our prior written consent;

2.13.2 enter into a written agreement with the Sub-Processor which gives effect to the terms set out in this Condition 2 of this UK GDPR Schedule such that they apply to the Sub-Processor; and

2.13.3 provide us with such information regarding the Sub-Processor as we may reasonably require.

2.14 You shall remain fully liable for all acts or omissions of any Sub-Processor.

2.15 We may at any time on not less than 30 Business Days' notice revise this Condition 2 of this UK GDPR Schedule 6 by replacing it with any applicable controller to processor standard clauses or similar terms forming part of an applicable certification scheme (which shall apply when incorporated by attachment to the Award of Funding).

2.16 The Parties agree to take account of any guidance issued by the Information Commissioner's Office and other guidance where relevant. We may on not less than 30 Business Days' notice to you amend the Award of Funding to ensure that it complies with any guidance issued by the Information Commissioner's Office.

2.17 For the avoidance of doubt, nothing in the Award of Funding shall relieve you of your own direct responsibilities and liabilities under the Data Protection Legislation.

2.18 You agree to indemnify and keep us indemnified against all claims and proceedings and all liability, loss, costs and expenses incurred in connection therewith by us as a result of any claim made or brought by any individual or other legal person in respect of any loss, damage or distress caused to that individual or other legal person as a result of your unauthorised processing, unlawful processing, destruction of and/or damage to any Personal Data process by you, your employees or agents in your performance of the Award of Funding or as otherwise agreed between the Parties.

2.19 The provisions of this Condition 2 of this UK GDPR Schedule shall apply during the continuance of the Award of Funding and indefinitely after its expiry.

TWO SIGNATORIES ARE REQUIRED

We declare we are duly authorised to accept the award of Funding in relation to Regional Consortia School improvement Grant 2022-2023 and the Conditions relating to the Funding.

_____ Signature
An authorised signatory of **Central South Consortium**

_____ Name

_____ Job Title

_____ Date

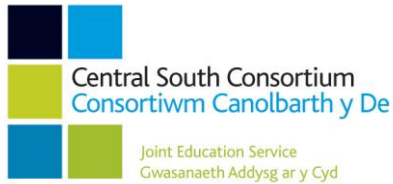
_____ Signature
An authorised signatory of **Central South Consortium**

_____ Name

_____ Job Title

_____ Date

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CENTRAL SOUTH CONSORTIUM

JOINT COMMITTEE REPORT

7TH JUNE 2022

CENTRAL SOUTH CONSORTIUM 2022/23 GRANTS

REPORT OF THE DIRECTORS OF EDUCATION

Author: Louise Blatchford, Deputy Managing Director

1. PURPOSE OF REPORT

- 1.1 To provide Members with an update on the grants to be received by the Consortium in 2022/23, for which notifications have been received, and the methods of allocation of each.

2. RECOMMENDATIONS

Directors recommend the following to the Joint Committee:

- 2.1 Approve the distribution of grant as detailed in section 5 of this report.

3.0 BACKGROUND

- 3.1 As host authority Rhondda Cynon Taf will act as 'banker authority' and under the terms of the grant agreements will be responsible for accepting the terms and conditions of grant and putting in place arrangements to distribute the funding, as determined by the Joint Committee, within the Consortium.

4.0 METHOD OF APPORTIONMENT

- 4.1 The method of apportionment of each grant will vary depending on its nature, its intended recipients, its purposes and the associated terms and conditions.

4.2 For each grant the following process shall be adopted:

- The Consortium shall prepare a proposed method of distribution taking into account all relevant criteria.
- The Director of Education (or equivalent) of each authority shall approve the basis of apportionment at the Executive Board of the Central South Consortium Joint Education Service. This will ensure appropriate and effective use of grant funding to target school improvement equitably across each of the five local authority areas.
- A report detailing the basis and reasons for the method adopted shall be presented to the Joint Committee for approval.

4.3 This report presents details of 2022/23 grants to the Joint Committee.

5.0 2022/23 GRANTS

5.1 Grant approval letters have been received detailing grant levels for the Central South Consortium. The Directors have agreed to maintain the local authority dis-aggregation of the funding and to apply a common formula for the delegation of the local authority funding to schools.

5.2 Siarter Iaith 2022/23

5.2.1 The total grant in 2022/23 is £77,800.

5.2.2 The aim of the funding is to support the priority area of increasing pupils' informal use of the Welsh language by delivering the Siarter Iaith and its associated programmes.

5.2.4 The funding is to be retained by the consortium to fund direct staffing costs incurred in delivering the programme.

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Mr Barrie Davies Department Officer 151 Rhondda Cynon Taf County Borough
Council, The Pavilions, Clydach Vale, Tonypanydy CF40 2XX

March 2022

Dear friend

Award of Funding in respect of Informal Use of Welsh Program (3-18 years)

1. Award of Funding

(a) It is a pleasure to inform you that you have been awarded funding of up to £77,800.00 (seventy-seven thousand eight hundred pounds) ("the Funding") for the Purposes (as defined in Condition 4 (a)).

(b) The Funding covers the period from 1 April 2022 to 31 March 2023 and must be fully claimed by 31 March 2023. Otherwise any part of the unclaimed Funding will not be available to you after this date.

(c) This letter will be effective from the date of the signature signifying your acceptance as set out on the admission page below.

(d) If you have any questions regarding the award of this Funding or the Conditions, please contact the Welsh Government Officer who will be happy to assist.

2. Managing Subsidies

(a) This Funding judgment is made on and subject to the Conditions, and under the Minister for Education and Welsh Language, one of the Welsh Ministers, acting in accordance with sections 10 of the Education Act 1996, 61 (k), 70 and 71 (1) of the Government of Wales Act 2006.

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3. Interpretation of these Conditions

Any reference in these Conditions to:

'You', 'your' is a reference to
Central South Consortium
Valleys Enterprise Centre
Navigation Park
Mountain Ash
Abercynon
CF45 4SN

'We', 'our' refer to the Welsh Ministers;

'Welsh Government Officer' refers to
Anna Miller
Welsh Language Division
Welsh Government
Cathays Park
Cardiff
CF10 3NQ

Phone: 03000 258378

Email: anna.miller@llyw.cymru

or any other Welsh Government official notified by us.

'Project Manager' refers to your project manager responsible for the day-to-day management of this Finance award:

Bethan Davies / Christopher Newcombe
Central South Consortium
Valleys Enterprise Centre
Navigation Park
Mountain Ash
Abercynon
CF45 4SN

Phone: 01443 281411

Email: bethan.davies2@cscjes.org.uk

'Assurance statement' refers to the Statement of Assurance: anti-fraud and governance procedures set out in Schedule 6; Grants Centre of Excellence, Standard Grant Letter Including Post Payment Conditions Version 13.0 - July 2021 reviewed before or on 01 June 2022 3

'Business Day' refers to a day other than a Saturday, Sunday, Christmas day, Good Friday or a bank holiday in Wales under the Banking and Financial Dealings Act 1971;

'Conditions' refers to the terms and conditions set out in this letter and in the Schedules;

'Costs incurred' refers to the cost of the goods and / or services you have received irrespective of whether you have paid for them by the date of your claim;

'Costs incurred and paid' refers to the cost on invoice for the goods and / or services which you have received and paid for by you in cash cleared by the date of your claim;

'Notifiable Event' refers to any event listed in Schedule 3;

'Indicative Payments Profile' refers to the indicative payments profile specified in Schedule 4;

'Personnel' refers to your managers / employees and suppliers or any other person appointed or employed by you in relation to the Purposes;

'Schedule' refers to the schedules attached to this letter;

any reference to legislation whether domestic or international law shall include all amendments and substitutions and re-enactments of such legislation in force from time to time.

4. What you have to use the Funding for

(a) You must use the Finance for those purposes only, specified in Schedule 1 (the "**Purposes**").

(b) You must achieve the targets and outcomes set out in Schedule 2 (the "**Targets**").

(c) If any changes need to be made to the Purposes or Targets, you will need to obtain our written consent before implementing these changes. Please note that we do not have to give permission, but we will consider all reasonable written requests.

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(d) You may not use any part of the Funding for any kind of activity that we consider may bring us into disrepute, including but not limited to (1) the purposes of party politics, (2) the promotion of secular views, religious or political particular, (3) gambling, (4) pornography, (5) offering sexual services, or (6) any type of illegal activities.

(e) You may not use any part of the Funding for: (1) purchase of capital equipment (other than as specified in the Purposes), (2) your legal fees in connection with this letter, (3) Costs incurred or Costs incurred and paid by you in carrying out the Purposes before the period referred to in Condition 1 (b).

5. Funding Preconditions

(a) We will not pay you any part of the Funding until you have provided us with the following information and documents:

i) this letter signed by you;

ii) documentary evidence that you have put in place all the staff and other resources detailed in the Application as required to begin and complete the Purposes;

iii) the completed Statement of Assurance;

(b) Where you are required to provide us with information and documents as evidence that you have satisfied a pre-condition, or a specific Condition or to support a claim, the information and documents must be acceptable to us in all respects. We reserve the right to reject any information and documents which we do not accept for any reason, and / or to request any further or additional information and / or documents in support of the Funding application.

6. How to claim the Funding

(a) You may claim the Finance in arrears as specified in the Indicative Payment Profile.

You must claim the Funding in accordance with the dates specified in the Indicative Payment Profile. You must claim the Finance promptly. We reserve the right to withdraw any portion of the Funding which you have not promptly claimed.

(b) You must submit your claims for payment of the Funding to the Welsh Government Officer.

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(c) You must use our current claim form (available from the Welsh Government Officer) and attach the information and documents specified in the Indicative Payment Profile along with the following:

- i) confirmation that you are acting in all respects in accordance with your constitution;
- ii) confirmation that you have the appropriate financial, risk and control systems in place before using any part of the Funding to provide a grant or to procure any goods or services from third parties;

(e) We will aim to pay all valid claims as soon as possible and usually within 20 business days of receiving a valid claim made in accordance with the provisions of this letter, and always as long as the pre-conditions of the Funding set out in Condition 5 above have been met and, at the date of the claim and the date of payment of the Funding to you:

- i) the statements made in Condition 8 below are true and correct and will be true and correct immediately upon payment to you of the relevant Funding; and
- i) there is no Notifiable Event going on or there is no possibility of a Notifiable Event arising from the proposed Funding.

7. Your general obligations to us

You have to:

(a) protect the Finance from fraud generally and, in particular, fraud on the part of your Personnel, and you must inform us immediately if you have reason to suspect that fraud has occurred, is occurring or is likely to occur in your organization, whether or not it relates to the Finance. You must also participate in such fraud prevention initiatives as we may from time to time require:

(b) maintain proper procedures for dealing with any conflicts of interest in relation to the Funding, whether actual, potential or perceived;

(c) comply with all applicable domestic or international laws and regulations, and official directives;

(d) to arrange and continue to maintain adequate insurance cover for the risks that may arise in connection with any property or activity carried out in carrying out the Purposes. We reserve the right to require you to produce evidence of your insurance;

(e) establish and maintain proper financial, risk and control systems before using any part of the Funding to provide grant or acquire any goods or services from third parties;

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(f) co-operate fully with the Welsh Government Officer and any other Welsh Government employee or any consultant appointed by us to monitor your use of the Funding and your compliance with these Conditions;

(g) inform us immediately if any statement made in Condition 8 is in any way incorrect or, at any time repeated with reference to the facts and circumstances then prevailing, wrong;

(h) inform us of any funding you have received from any source that is procured or used in conjunction with the Funding to directly support the Purposes, including but not limited to your insurance provider (business cancellation / disruption insurance), the UK Government Coronavirus Vacancy Retention Scheme and / or any other Welsh Government fund / scheme and other funders. This Condition is intended to avoid duplicate funding in relation to the Purposes.

8. Statements

You state:

(a) you have the power to undertake and fulfil the obligations set out in these Conditions, and you have taken all necessary steps to authorize the undertaking and performance of the obligations under these Conditions;

(b) any limitation on your powers is not exceeded as a result of claiming the Funding, or as a result of providing any assurances contemplated by the Conditions;

(c) undertaking, undertaking by you or the transactions contemplated by this letter does not and will not conflict with the following:

i) your constitutional documents;

ii) any agreement or instrument that is binding on you or your assets or constitutes a default or termination event (however described) under any such agreement or instrument; or

iii) any judicial or official law or regulation or order, which applies to you;

(d) no Notifiable Event is taking place or a Notifiable Event is not reasonably expected to result from

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provide the Funding and there is no event or other circumstance that is current that constitutes (or would, at the expiration of the grace period, give notice, make any decision or any combination of these things) a default or termination event (however described) under any agreement or other instrument which is binding on you or to which any or more of your assets are subject to it;

(g) no litigation or arbitration or administrative proceedings are pending or threatened to the best of your knowledge, which are, or could have, an adverse effect on your ability to carry out and comply with any of these Conditions;

(f) we have fully disclosed to us all relevant facts or circumstances which require disclosure to ensure that we can obtain a true and accurate view of your business and your activity (current and proposed), or it should be provided to any person who is considering providing you with funding;

(g) any information, in written or electronic form, provided by you to us in connection with the Finance, at the time it was provided or the date on which it was provided (as the case may be):

i) in the case of factual information, complete, true and accurate in all material respects;

ii) in the case of a financial projection, prepared on the basis of recent historical information and on the basis of reasonable assumptions and after careful consideration;

iii) in the case of opinion or intent, made on a reasonable basis and after careful consideration and fairness; and

iv) such information is not misleading in any material respect, nor is it misleading by a failure to disclose other information,

except to the extent that it has been amended, superseded or updated by later information that you have provided to us.

(h) you have discussed and agreed the Targets with us, and are confident that they are realistic and achievable;

(i) there are no real, potential or perceived conflicts of interest in relation to the Funding;

(j) acceptance of this award of Finance shall not result in duplicate funding in respect of the activities necessary to fulfil the Purposes. This includes but is not limited to any payments you have received in respect of the effects of the spread of the coronavirus (COVID-19) from your insurance provider

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(business cancellation / disruption insurance), the UK Government Coronavirus Vacancy Retention Scheme and / or any other Welsh Government fund / scheme and other funders.

(k) You will be deemed to have repeated the statements in this Condition 8 on each date when you may have an obligation to repay us the Revenue award, and by reference to the facts and circumstances prevailing at such date.

(l) the information contained in the Statement of Assurance is complete, true and accurate.

9. Notifiable Events and their consequences

(a) You must notify us immediately of any Notifiable Event that has occurred or is likely to occur but we also reserve the right to notify you when we consider that a Notifiable Event has occurred, is occurring or is likely to occur;

(b) We will either

i) inform you that we consider, in our absolute discretion, that the Notifiable Event cannot be remedied; or

ii) if we consider at our absolute discretion that the Notifiable Event is justifiable, seek to discuss the Notifiable Event with you with a view to agreeing actions to address the Notifiable Event.

(c) We may take any of the steps listed in Condition 9(d):

i) if we have not, despite our efforts, been able to discuss the Notifiable Event with you; or

ii) if we inform you that in our opinion the Notifiable Event cannot be remedied; or

iii) if actions to address and / or remedy the Notifiable Event are not agreed with you; or

iv) if actions to address and / or remedy the Notifiable Event are agreed with you and you then fail to follow through, or if any condition relating to the actions (including, without limitation, the timetable for such actions) in a way that is to our liking; or

v) if the course of action fails to rectify the Notifiable Event in a way that is to our liking.

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(d) In the event of any of the circumstances specified in Condition 9 (c) we may inform you, in our absolute discretion, that we are acting as follows:

- i) withdraw the Finance award; and / or
- ii) require repayment of all or part of the Funding; and / or
- iii) suspend or finalize all further payments of the Funding; and / or
- iv) make all further payments of the Funding subject to such conditions as we may determine; and / or
- v) withdraw all amounts due to us under these Conditions from any other funding that we have or may have allocated to you; and / or
- vi) exercise against you any other rights we may have with respect to the Funding.

(e) All Funding repayments must be made within 20 Business Days of the date of our order.

10. Monitoring requirements

You have to:

(a) provide us with such documents, information and reports as we may from time to time reasonably request, so that we may monitor your compliance with the Conditions including:

- i. quarterly target reports
- ii. quarterly financial report

(b) meet with the Welsh Government Officer and such other representatives as we may reasonably request from time to time to meet with you; including:

- i. quarterly monitoring meetings

(c) ensure that the Project Manager (or such other person as may be agreed by us) and any other person required by us are present at all meetings with the Welsh Government Officer.

11. Audit Requirements

(a) You have to:

i) maintain complete, accurate and valid accounting records which record all income and expenditure in relation to the Purposes;

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- ii) without charge, allow any officer or officers of the Welsh Government, the Wales Audit Office or any UK subsidy enforcement body, at any reasonable time and after you have received reasonable notice (in exceptional circumstances, such as suspension or detect fraud, it may not be practicable to give you reasonable notice), visit your premises and / or inspect any or all of your activities and / or inspect and make copies of your books of account and whatever documents or other records, however kept, which may, in the officer's reasonable opinion, relate in any way to your use of the Funding. This undertaking does not diminish the effect of any other statutory rights and powers exercisable by the Welsh Government, the Wales Audit Office or any UK subsidy enforcement body, or any officer, servant or agent of any of the above , and the undertaking is subject to such statutory rights and powers;
- iii) retain this letter and all original documentation relating to the Finance until we have informed you in writing that it is safe to destroy them;

(b) Under paragraph 17 of Schedule 8 to the Government of Wales Act 2006 the Auditor General for Wales has extensive rights of access to documents and information relating to funds provided by the Welsh Government. He and his officials have the power to require relevant persons, who manage or hold documents, to provide whatever assistance, information and explanations they require; and requiring those persons to appear before them for such a purpose. The Auditor General and his staff may exercise this right at any reasonable time.

12. Obligations to third parties

(a) Nothing in these Conditions imposes any obligation on us in respect of any obligation you owe to any third party (including, without limitation, employees and contractors).

(b) You must indemnify us from any liabilities, claims, lawsuits, demands for payment, losses, costs and expenses, which we have suffered or incurred directly or indirectly, as a result of or in connection with any failure on your part to fulfil, in whole or in part, any obligation you may have to a third party.

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13. Intellectual property rights and publicity

(a) Nothing in these Conditions transfers to us any rights in intellectual property created by you as a result of the Purposes.

(b) You must acknowledge the assistance you receive from us in connection with the Purposes. That acknowledgment must be in a form approved by us, and must comply with Welsh Government branding guidelines.

(c) You must provide the Welsh Government Officer with details of all approvals listed in Condition 13(b) for approval by us before using such material and you may not use such details without our written approval in advance. We will aim to respond to all written requests within 5 Business Days.

(d) You agree that from the date of this letter up to 5 years from the date of the last payment of the Funding, we may include details of your organization and business, and the Finance and Purposes in promotional materials for the Welsh Government, and you further agree to co-operate with reasonable requests from us for the purpose of preparing such materials.

14. Information

(a) You acknowledge that we are subject to the requirements of the Freedom of Information Act 2000 (the "FOIA"), the Environmental Information Regulations 2004 (the "EIR"), the Data Protection Act 2018 (the "DPA") and the EU version of law targeted from the General Data Protection Regulation ((EU) 2016/679) ("UK GDPR").

(b) You acknowledge that we are responsible for deciding in our absolute discretion whether to:

(i) disclose any information we have obtained under or in connection with the Finance, to the extent that we are required to disclose such information to a person applying for a disclosure under the FOIA or the EIR; and/or

(ii) exempt any information from disclosure requirements under the FOIA or the EIR.

(c) You acknowledge that we may share any data you provide to us with anti-fraud agencies and third parties for fraud prevention and detection purposes. Any personal data collected by us is controlled in accordance with our Privacy Notice displayed here Privacy notice: Welsh

Government grants | <https://gov.wales/>

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(d) You should refer to Schedule 7 which provides details of your obligations in relation to the UK GDPR.

15. Buying goods and services

(a) If you decide to purchase any goods and / or services to fulfil the Purposes, they must be purchased competitively and sustainably to show that you have (i) achieved the best value in the use of public funds, and (ii) comply with your conflict of interest policy at the relevant time.

(b) From time to time, we may ask for evidence from you to demonstrate that you are complying with this Condition 15. Such evidence could be in the form of evidence that you:

) comply with any procurement regulations, legislation or guidelines in force from time to time which you, or any person conducting business or a function of the same nature to yourself or similar, is subject to to them; or

ii) comply with your procurement policy in force at the relevant time; or

iii) have received at least three written quotations for the relevant goods and/or services. You must provide such evidence to us promptly after our written request for such evidence.

16. Notice

(a) All notices given under these Conditions must be in writing (this does not include email, but may include a letter attached to an email) and must prominently display the following heading:

"Notice of Informal Use of Welsh Program (3-18 years)"

(b) The address and contact details for the purpose of service of a notice under these Conditions are as follows

You: the Project Manager at the address specified in Condition 3. Grants Centre of Excellence, Standard Grant Letter Including Post Payment Conditions Version 13.0 - July 2021 reviewed before or on 01 June 2022 13

Us: the Welsh Government Officer at the address specified in Condition 3.

(c) A notice shall be deemed to have been duly served as follows: -

Prepaid first class mail: on the second Business Day after the posting date.

By hand: at the time it is sent to the address, or the next Business Day if it arrives after 4pm or on a weekend or public holiday.

By email attachment: at the time it is sent, or the next Business Day if sent after 4pm or on a weekend or public holiday.

17. Equality

You must have equality policies in place regarding employment, use of volunteers and service delivery, in accordance with the Equality Act 2010.

18. The Welsh Language

(a) The Welsh Government is committed to supporting the Welsh language and its culture and the 2050 Welsh language strategy: A million Welsh speakers provides a vision for growing and further developing the Welsh language.

(b) Where the Purposes include or relate to the provision of services in Wales, they must be provided in Welsh and English unless it is unreasonable or disproportionate to do so. They must be provided in a way that does not treat the Welsh language less favourably than English, in accordance with the Welsh Language (Wales) Measure 2011.

(c) Where the provision of services forms part of the Purposes, you must act in accordance with the Welsh Language (Wales) Measure 2011 and the Wales 2050 objectives. In practice, this will include the following:

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- i) Ensure that any written material produced, including digital material, is bilingual.
 - ii) Ensure that any signs are bilingual.
 - iii) Ensure that any training or public events are held bilingually.
 - iv) Actively promote and facilitate the Welsh language (including providing services and increasing opportunities to use Welsh) within funded activities.
- (d) For general advice on providing services bilingually and for information on organizations that can help you, please contact “Helo Blod”, a Welsh language advice service, by phoning 03000 258888 or emailing heloblod@llyw.cymru

19. Sustainable development

How you use the Funding must contribute to the Welsh Government's well-being objectives set out in the Welsh Government's Program for Government. You must work in a sustainable way (the sustainable development principle) in delivering the Purposes to ensure that you work in a preventative, integrated, long-term and collaborative way that includes people who reflect the diversity of Wales. See Schedule 1 for more information.

20. Functions of the Welsh Ministers

You acknowledge that the Welsh Ministers have a range of functions that will continue to accrue and be amended, and that the Welsh Ministers must make decisions on each individual function in the light of all material considerations, excluding all irrelevant considerations. You agree that nothing contained or implied in, or arising out of or in connection with, these Conditions shall in any way prejudice, impede, or affect the functions of the Welsh Ministers or any of them, or bind the Welsh Ministers, or any of them to exercise, or refrain from exercising, their functions in any particular way.

21. In General

- (a) Should, at any time, any of these Conditions become, or be considered invalid, unlawful or unenforceable

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in any way under any law, in no way shall it be affected or interfered with on the validity, legality and enforceability of the remaining provisions.

(b) Failure or delay on our part to exercise any power, right or remedy under these Conditions shall not act as a waiver of, or prevent us from, the exercise of such power, right or remedy or further remedy, or exercise any other power, right or remedy. The powers, rights or remedies hereby provided are cumulative, and do not exclude any powers, rights or remedies provided by law.

(c) Any amendment or variation to these Conditions must be in writing and signed by us and you, in the same manner as this letter (or as otherwise agreed in writing by us from time to time

(d) You may not assign, or otherwise dispose of, your rights, benefits, obligations or duties under these Conditions.

(e) Conditions 7, 9, 11, 13, 14, and 21 (e), and such other Conditions which, by implication, need to continue beyond the final payment of the Funding, shall remain so in their full force and effect.

(f) The Funding award is made solely to you and no other person is entitled to make any claim in respect of, or to rely upon or enforce any of these Conditions.

(g) In circumstances where you include two or more persons or bodies, the obligations of those persons or bodies will be joint and individual, and default on the part of one of the persons or bodies shall be regarded as default by each un.

(h) These Conditions, and any dispute or claim (including any disputes or non-contractual claims) arising in connection with, or as a result of their formation or subject area, shall be governed and construed in accordance with the laws of England and Wales. as applied in Wales, and the parties to these Conditions submit to the exclusive jurisdiction of the courts of England and Wales.

22. How to accept this offer of Funding

(a) To receive this offer of Funding, you must sign and return a copy of this letter to the Welsh Government Officer. Nothing of this Funding will be paid to you until we have

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received your signed letter and the completed Statement of Assurance.

(b) We must receive your signed letter within 14 days of the date of this letter, otherwise this Finance award will automatically lapse.

Your sincerely

Signed by Anna Miller,

Under the authority of the Minister for Education and Welsh Language,

one of the Welsh Ministers. Grants Centre of Excellence, Standard Grant Letter

Including Post Payment Conditions Version 13.0 - July 2021 reviewed before or on 01
June 2022 17

SCHEDULE 1

The Purposes

The purpose of the Funding awarded to you is to enable you to implement the informal use of Welsh program (ages 3-18).

The funding is part of a national program, which will be funded through the regional consortia, to increase the informal use of Welsh among children and young people.

Allocation of responsibilities for the Consortia Welsh Government's informal use of Welsh program (age 3-18)

(Language Charter)

Strategic planning

- Develop a general vision based on behavioural science.
- Develop guidelines for the four schemes within the program.
- Setting targets for the implementation of the informal use of Welsh program (ages 3-18)
- Adapt the vision to meet local needs.
- Support schools to deliver the informal use of Welsh program (ages 3-18)
- Provide a quarterly progress report against targets.

Funding

- Provide funding in accordance with the funding formula based on the number of Welsh medium schools in each area.
- Communicate expectations for spending the funds clearly.
- Use the funding for the purposes of the informal use of Welsh program (ages 3-18) only
- Report expenditure on a quarterly basis

Resources

- Develop a bank of resources suitable for the relevant age groups on Hwb
- Manage the overall brand of a Language Charter
- Work with external partners to co-create resources
- Ensure that schools are aware of the resources available to them
- Adapt resources where necessary adhering to brand guidelines and principles of behavioural science.

Validation

- Develop a national approach to validation.
- Develop a protocol for self-evaluation for the post-golden era.
- Develop validation and self-evaluation criteria appropriate to the local area.

Partnership working

- Work with external partners to develop a national protocol for activity opportunities.
- Implement the protocol at a regional level.
- Develop relationships with local groups to either create opportunities for activities at regional level or to help schools provide opportunities.

SCHEDULE 2

Targets Target

Description

Date target should be met

Evidence required

The successful day to day operation of the scheme within the region's schools and their communities.

31 March 2023

Progress and comments according to the quarterly report

Support schools in implementing the Language Charter including visits (virtual if necessary) to all schools at least three times a year.

31 March 2023

Progress and comments according to the quarterly report

Monitor regional implementation of the project by receiving termly reports on project implementation in each county.

31 March 2023

Progress and comments according to the quarterly report

Helping schools celebrate and publicize successes locally through media and social media.

31 March 2023

Progress and comments according to the quarterly report

Facilitate the sharing of good practice between schools within the region through meetings and events, and contribute to the national sharing of good practice through Stakeholder Group meetings and through the HWB website.

31 March 2023

Progress and comments according to the quarterly report

Encourage links between schools and regional external partners.	31 March 2023	Progress and comments according to the quarterly report
Provide training for school workforces to assist the implementation of the Language Charter.	31 March 2023	Progress and comments according to the quarterly report
Help schools to help parents understand the aims of the program and the role they could play in supporting their children to use Welsh informally in school, at home and in the community.	31 March 2023	Progress and comments according to the quarterly report
Work with Welsh Government Language Charter officials and other partners to develop Language Charter resources.	31 March 2023	Progress and comments according to the quarterly report

SCHEDULE 3

Notifiable Events

The Notification Events referred to in Condition 9 are listed below:

1. the repayment of any part of the Funding is required by any relevant legislation;
2. you fail to comply with any or all of the Conditions;
3. the Funding is not used, in whole or in part, for the Purposes;
4. you fail to meet any or all of the Targets;
5. there is unsatisfactory progress towards completion of the Purposes, including meeting the Targets;
6. you fail to provide information about the Purposes requested by us or any UK subsidy enforcement body, or any of its auditors, agents or representatives;
7. we have reason to believe that you and / or any of your Personnel engaged in or have engaged in fraudulent activity [as Purposes are fulfilled];
8. we have overpaid you Finance;
9. there is duplicate funding in relation to any part of the Purposes. This includes but is not limited to any payments you have received in respect of the effects of the spread of coronavirus (COVID-19) from your insurance provider (business cancellation / cancellation insurance), the UK Government's Redundancy Scheme through the period of Coronavirus and / or any Welsh Government fund / scheme.

10. any statement made in Condition 8 is incomplete, inaccurate or in any way misleading, or proves to be so, or repeated at any time with reference to the prevailing facts and circumstances that, it would be wrong;

11. there is an adjustment to the auditor's opinion (which means that opinion is qualified, unfavourable or disclaimer) about your financial statements;

12. an event or circumstance has arisen which is current and constitutes (or would, at the expiration of the grace period, give notice, make any decision or any combination of these things amount to) an event of default or a termination event

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(however described) under any agreement or other instrument which is binding on you or to which any or more of your assets are subject;

13. there is a moratorium on all or any of your debts or assets, or a composition or agreement with your creditors has been agreed, ordered or declared;

14. you suspend or defer payment of any debts or are unable to pay your debts, or you admit in writing that you are unable to pay your debts;

15. the value of your assets is less than your liabilities (taking into account contingent and prospective liabilities);

16. you enter into negotiations, or enter into any composition, compromise agreement, assignment or arrangement, with one or more of your creditors with a view to rescheduling any of your debts (due to actual financial difficulties) or expected);

17. any action, case or procedure is taken in relation to you regarding:

(a) defer payments, moratorium in respect of any debt, winding up, liquidation, administration or reorganization (whether by voluntary arrangement or scheme or otherwise); or

(b) a composition, compromise agreement, assignment or arrangement with any one or more of your creditors; or

(c) appoint a liquidator, receiver, administrative receiver, administrator, compulsory manager or other similar officer in relation to you or any of your assets.

18. a statutory order is placed against you;

19. you give up, or threaten to postpone or give up, all or any relevant part of your business;

20. there is a change in your constitution, status, control or ownership and / or resignation from one of your external auditors;

21. you fail to comply with any statutory reporting obligations that apply to you (including but not limited to filing requirements for Companies House, the Charity Commission, the Financial Conduct Authority);

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22. there is any change, permanent or temporary, in your shareholders, directors, trustees or partners and / or Personnel which may affect your ability to fulfil the Purposes;

23. any event, or any circumstances arising, which in our opinion provides reasonable grounds for believing that the provision of the Finance, and / or the continuation of the arrangements contemplated by this letter, may bring the matter into disrepute on us.

24. that any event, or any circumstances arising, which in our opinion provides reasonable grounds for believing that you may fail to fulfil or comply with any of your obligations under these Conditions incapable of doing so.

SCHEDULE 4

Indicative Payments Profile

(refer to Conditions 5 (b), 6 (a) and (b) Instalment number	Maximum instalment	Earliest date that can be claimed	Last date that can be claimed	Documents that must be included with the claim form
1	£19,450	30 June 2022	31 March 2023	Progress report and finance report
2	£19,450	30 September 2022	31 March 2023	Progress report and finance report
3	£19,450	31 December 2022	31 March 2023	Progress report and finance report
4	£19,450	26 March 2023	31 March 2023	Progress report and finance report

SCHEDULE 5

Certificate of Audit

Not applicable

SCHEDULE 6

Assurance Statement: Counter Fraud and Governance Procedures

The Welsh Government has a duty to protect public funds, ensuring that they are treated with integrity and in the public interest. It is important that people in Wales can have confidence in the Welsh Government and the organizations it funds. Welsh Government officials need assurance that reasonable and adequate governance arrangements and counter fraud procedures are in place in Welsh Government funded organizations. Do you receive any funding from any other organization to support the Purposes? If yes, please give details including amounts of other funding, jobs funded and source of

Yes No
More details can be found in the table below.

funding. This includes pending applications.

Give the name of the personnel in your organization who has specific responsibility for financial management in relation to the Purposes.

Name:
Job:

Who is responsible for supervising the above named personnel?

Name:
Job:

You state that your employees, officers, directors, trustees and board members:

- where applicable, fully understand their duties and responsibilities under the relevant legislation relating to companies and charities;
- have sufficient knowledge of governance issues to undertake roles in a manner that is fully compliant with the relevant legislation;
- properly scrutinize and oversee the work of those with primary responsibility for your financial management.

Please provide details of **any other funding**, whether capital or revenue, (including Welsh Government funding streams) from any organization in support of the Purposes detailed in Schedule 1. You must include details of capital items, jobs funded, other amounts of funding and the source of funding. This includes pending applications.

Finance Type and Purpose	Amounts of funding received (including pending applications) £	% cost of job / capital item	Source of funding
e.g. 3 full time development officer posts	£150,000	100%	The Big Lottery Fund
e.g. Purchase of capital equipment	£30,000	70%	Barclays Bank

SCHEDULE 7

UK GDPR requirements

Not applicable

TWO PEOPLE’S SIGNATURE IS REQUIRED

We hereby accept the award of Program Funding Informal use of the Welsh language (3-18 years) and the Conditions in relation to the Funding.

Authorized signatory on behalf of Central South Consortium

Name

Job Title

Date

Signature
Authorized signatory on behalf of Central South Consortium

Name

_____ Job Title
_____ Date



CENTRAL SOUTH CONSORTIUM REPORT FOR JOINT COMMITTEE

7TH JUNE 2022

JOINT EDUCATION SERVICE

REPORT OF THE DEPUTY MANAGING DIRECTOR – CSC BUSINESS PLAN 2022-25

Author: Louise Blatchford, Deputy Managing Director

1. PURPOSE OF REPORT

To provide Members with an opportunity to review and scrutinise the final CSC Business Plan 2022-25.

2. RECOMMENDATIONS

It is recommended Members review the information contained in the Business Plan and:

- 2.1 Seek clarity and explanation where there are any areas of concern
- 2.2 Approve the content of the Business Plan 2022-25 and instruct officers to move forward with publication.

3. BACKGROUND INFORMATION

- 3.1 The draft business plan was presented to Joint Committee on 22 December 2021 for consideration. The Joint Committee approved to model this Business Plan over the medium term to cover from 2022 up to 25. The priorities outlined within the Business Plan are:

:

- Curriculum, Teaching & Assessment
- Leadership
- Equity & Wellbeing

- School Improvement; and
 - Effectiveness and efficiency of Central South Consortium
- 3.2 The 2022-25 business plan will guide our work for the next three years and has been developed in conjunction with LAs to ensure that appropriate LA priorities are embedded in our work. The Central South Consortium has three overarching roles:
- Provide a regional school improvement service to all schools on behalf of our partner Local Authorities
 - Provide appropriate Professional Learning opportunities for stakeholders at all levels to support local, regional and national priorities
 - Work with Welsh Government and partners to develop, share and implement national policy
- 3.3 Within CSC we carry our extensive evaluations of our work, and the outcomes of these evaluations shape our business planning process. We also make use of research findings, and as well as identification of school, local authority, regional and national priorities.
- 3.4 Our business plan will guide the work of the organisation as we recover from the Covid-19 pandemic. We have set our objectives in the context of the challenges that schools continue to face. Bespoke support will continue in partnership with the individual Local Authorities to ensure that schools can meet the needs of staff and pupils.
- 3.5 A wide range of stakeholders have contributed and have been consulted on the development of the plan prior to publication. These include:
- Headteachers
 - Staff in Central South Consortium
 - Directors of Education (constituent to CSC) and Diocesan Directors
 - Representative stakeholder group
 - Governor Stakeholder group
 - CSC Joint Committee
 - Wider stakeholders

4. BACKGROUND PAPERS

- 4.1 CSC Business Plan 2022-25

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

7th JUNE 2022

CENTRAL SOUTH CONSORTIUM JOINT COMMITTEE

List of background papers

Business Plan 2022-25

Officer to Contact:

Louise Blatchford
Tel no. 01443 281400

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Central South Consortium Business Plan

2022–2025



Consortiwm Canolbarth y De
Central South Consortium

Gwasanaeth Addysg ar y Cyd
Joint Education Service



Empowering schools to improve outcomes for all learners

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3

Introduction



Introduction

This business plan will guide our work for the next three years has been developed in conjunction with LAs to ensure that appropriate LA priorities are embedded in our work. The Central South Consortium has three overarching roles:

- **Provide a regional school improvement service to all schools on behalf of our partner Local Authorities**
- **Provide appropriate Professional Learning opportunities for stakeholders at all levels to support local, regional and national priorities**
- **Work with Welsh Government and partners to develop, share and implement national policy**

Within CSC we carry our extensive evaluations of our work, and the outcomes of these evaluations shape our business planning process. We also make use of research findings, and as well as identification of school, local authority, regional and national priorities. Our business plan will guide the work of the organisation as we recover from the Covid-19 pandemic. We have set our objectives in the context of the challenges that schools continue to face. Bespoke support will continue in partnership with the individual Local Authorities to ensure that schools can meet the needs of staff and pupils. A wide range of stakeholders have contributed and have been consulted on the development of the plan prior to publication.

These include:

- **Headteachers**
- **Directors of Education (constituent to CSC) and Diocesan Directors**
- **CSC Joint Committee**
- **Staff in Central South Consortium**
- **Representative stakeholder group**
- **Wider stakeholders**
- **Governor Steering group**

This business plan has been formally agreed by the Director of Education of each local authority, the Joint Committee, the Lead Chief Executive.

Cllr XXX

Chair Central South Consortium
Joint Committee

Ms C Seery

Managing Director, Central South
Consortium

Mr L Harvey

Lead Director on behalf of Central South
Consortium Management Board

Mr E Cooper

Lead Chief Executive on behalf of Central
South Consortium Chief Executives

Mr C Britton

Chair of the Representative
Stakeholder Group

Ms J Stuckey

Chair of the Governor Steering Group

5

The Region In Context



The Region In Context

Covid-19 has had a significant impact across the region, and this has exacerbated some of the challenges our children and young people face. Many of our communities face significant poverty related challenges; others are amongst the most prosperous in the country.

Throughout the pandemic, schools have worked tirelessly to provide educational opportunities for children and young people in a range of ways. Our business plan will incorporate the learning during this time. We will build on this and ensure that schools are supported to enable all pupils to make progress. As we continue to move forward to fully implement the National Mission it is essential that we continue to work together. The success of schools in this region is the key to the future economic and social success of the country.

We want to play a full part in realising the vision for Welsh education detailed in 'Education in Wales: Our National Mission' and will be supporting schools across the region to deliver the curriculum implementation plan as set out by Welsh Government. The four enabling objectives will guide our business plan 2022-25.

It is challenging to predict how learning will progress in the coming year. Our business plan will ensure that there is flexible support for all schools across the region. We recognise that this has been an extremely difficult time for all schools and our support will continue to focus on ensuring the wellbeing of staff and pupils. Research evidence shows that learning has been disrupted during this time and all schools will need a bespoke model of support.

We will continue to work in partnership with school leaders, LAs and WG to ensure that schools receive the right support to enable all learners to make progress throughout the year. We will continue to give full consideration to the current operating models for schools and support leaders to manage learning in their schools.

Central South Consortium

Welsh Index of Multiple Deprivation 2020

Nearly one third of all Wales' school age children are in schools in Central South Consortium, with just over 152,000 learners.

There are just under 400 schools in the region with over 8,000 teachers and nearly 7,500 learning support staff.

The percentage of pupils aged 5 or over, whose ethnic background was identified as minority ethnic origin is 17.9% in CSC, which compares against a Wales percentage of 12.2%

(PLASC 2021)

The School Workforce Annual Survey (SWAC) Welsh Language ability analysis shows that for CSC just under 50% of staff have Welsh skills of either "No Skills" or "Entry Level" skills. This is the highest proportion across all other Regions in Wales for these skill levels.

(SWAC 2021)

In the region, 11% of people aged three or over say they can speak Welsh compared to the Wales average on 19%

(Census, ONS, 2011)

The pupil teacher ratio in the region is 19.3 which is slightly above the national ratio of 19.2.

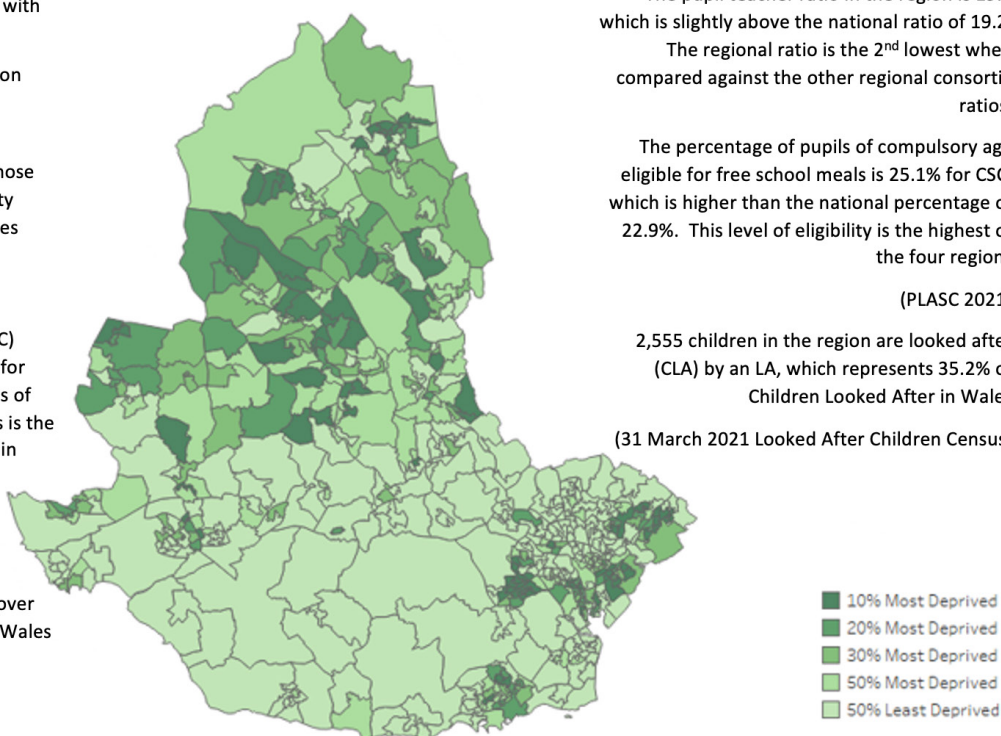
The regional ratio is the 2nd lowest when compared against the other regional consortia ratios.

The percentage of pupils of compulsory age eligible for free school meals is 25.1% for CSC, which is higher than the national percentage of 22.9%. This level of eligibility is the highest of the four regions

(PLASC 2021)

2,555 children in the region are looked after (CLA) by an LA, which represents 35.2% of Children Looked After in Wales




(31 March 2021 Looked After Children Census)



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Local Authority Context

					
Aged 5-15	22.7	Aged 5-15	16.8	Aged 5-15	26.6




Number of Schools (Source WG Address List January 2022)

Bridgend		The Vale of Glamorgan		Rhondda Cynon Taf	
48	Primary 4 Welsh Medium 3 Roman Catholic 2 Church in Wales	2	Non-maintained nursery settings	92	Primary 12 Welsh Medium 2 Dual Stream 4 Roman Catholic 2 Church in Wales
9	Secondary 1 Welsh Medium 1 Roman Catholic	44	Primary 6 Welsh Medium 2 Roman Catholic 10 Church in Wales	5	Middle 2 Welsh Medium
2	Special	1	Middle 1 Welsh Medium	12	Secondary 2 Welsh Medium 1 English with significant Welsh 1 Roman Catholic 1 Church in Wales
1	Pupil Referral Unit	7	Secondary 1 Roman Catholic	4	Special
		1	Special	2	Pupil Referral Unit

School and PRU Staffing (Source - Jan PLASC 2021)

Bridgend		The Vale of Glamorgan		Rhondda Cynon Taf	
Teaching Staff	Support Staff (FTE)	Teaching Staff	Support Staff (FTE)	Teaching Staff	Support Staff (FTE)
1281	1256	1310	1235	2018	2073

Local Authority Context

 Cyngor Bwrdeistref Sirol MERTHYR TYDFUL MERTHYR TYDFIL County Borough Council		 CARDIFF CAERDYDD		 Consortïwm Canolbarth y De Central South Consortium Gwasanaeth Addysg ar y Cyd Joint Education Service	
Aged 5-15	25.0	Aged 5-15	28.4	Aged 5-15	25.09

Number of Schools (Source WG Address List January 2022)

Merthyr Tydfil		Cardiff		CSC	
22	Primary 2 Welsh Medium 3 Roman Catholic	3	Non-maintained nursery settings	5	Non-maintained nursery settings
4	Secondary 1 Roman Catholic	98	Primary 15 Welsh Medium 2 Dual Stream 13 Roman Catholic 10 Church in Wales	304	Primary 39 Welsh Medium 4 Dual Stream 25 Roman Catholic 24 Church in Wales
1	Special	18	Secondary 3 Welsh Medium 3 Roman Catholic 2 Church in Wales	6	Middle 3 Welsh Medium
1	Pupil Referral Unit	7	Special	50	Secondary 6 Welsh Medium 1 English with significant Welsh 7 Roman Catholic 3 Church in Wales
		1	Pupil Referral Unit	15	Special
				5	Pupil Referral Unit

School and PRU Staffing (Source - Jan PLASC 2021)

Merthyr Tydfil		Cardiff		CSC	
Teaching Staff	Support Staff (FTE)	Teaching Staff	Support Staff (FTE)	Teaching Staff	Support Staff (FTE)
490	485	3188	3158	8287	8207

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2021/2022
In Context



2021/2022 In Context

Nearly all (**99%**) of CSC schools have engaged in regional professional learning events, programmes and assignments. This is a total of over **11,000** engagements from school leaders, practitioners and governors.

Curriculum for Wales is embedded in all areas of professional learning and support.

Since April 2020, over **1300** practitioners across the region have engaged with termly network meetings focused on sharing practice in all Areas of Learning and Experience (Areas), pedagogy and enquiry.

More than **2500** school leaders and practitioners from over **80%** of schools across the region have engaged with the cross-regional CfW programme, focused on supporting their schools' journey to curriculum roll-out.

During 2021/22 **20%** more practitioners engaged in professional learning to develop their Welsh language skills and competence than in 2020/21.

CSC has developed a CfW design thinking model to support schools and clusters in curriculum design.

£5,179,098 was delegated to schools through collaboration funding, enabling school leaders and practitioners to engage in collaborations within and beyond their school on areas of school improvement to meet their specific school needs.

Nearly all schools (**96%**) in the region are engaged in cluster working, collaborating on work focused around the Curriculum for Wales and the wider reforms.

Since September 2021, **242** individual schools and 9 groups/clusters have been provided with bespoke support in relation to their school development priorities from CSC's curriculum team and / or brokered school to school support.

143 of schools have achieved Siarter Iaith/Cymraeg Campus awards: **105** bronze, **35** silver and **3** gold

2021/2022 In Context

High quality professional learning guidance and resources are available in variety of media including blogs, vlogs, newsletters and toolkits.

CSC webinar and podcasts were launched in December 21 with over **5000** engagements with the recordings in 3 months.

85% of cluster across the region now have a coaching and mentoring facilitator.

The CfW Newsletter was launched in April 2021, including all up-to-date information to support schools in their journey to curriculum roll-out. This monthly publication has been viewed over **4000** times.

The CSC poster packs on CfW and Assessment have been viewed over **6000** times.

Almost **500** practitioners across the region have participated in almost 40 regional collaboration projects across focused areas of curriculum and pedagogy.

The CSC Curriculum for Wales community area online community provides an interactive platform with materials, professional learning opportunities and messaging related to Curriculum for Wales. The files area also includes resources to support all areas of Curriculum for Wales. The community now has **1200** members from across the region.

In PL programme evaluations, **92%** of participants reported that they anticipated the professional learning having an impact on their learners, with **57%** expecting a significant impact.

More than **1700** governors from over **80%** of schools have engaged with CSC professional learning opportunities for Governors.

Our newly appointed Regional Leaders of Governance (RLGs) have provided high-quality support to governing bodies of **10** schools across the region.

There was an increase of **12%** of schools attended regional PL focused on vulnerable learners, with **99.5%** of participants evaluating that they were using or planning to use the learning in their role.

2021/2022 In Context

Over **120** school leaders, practitioners and CSC officers have undertaken the national coaching and mentoring trainer programme. **70%** of these have gone on to complete a formal qualification in coaching and mentoring, strengthening the impact and supporting embedding a coaching culture across the region.

All leadership pathways programmes are oversubscribed, with over **500** participants from across the region receiving national certification for their completion of the programmes.

50 headteachers and deputy headteachers from schools across the region act as coaches to support participants in the leadership programmes.

The target number of TAs gaining HLTA status was more than doubled, with **54** TAs achieving HLTA status, an increase of over **100%** from the previous year.

More than **215** school leaders, practitioners and CSC officers have undertaken the regionally delivered national coaching and mentoring programme.

CSC further strengthened partnership working with ITE HEIs on the co-construction of bridging units designed to support the induction of newly qualified teachers to mitigate against the impact of COVID.

Nearly all (**93%**) NQTs in schools in the CSC region passed induction, with **7%** granted an extension.

Across our **384** schools there are **1749** priorities for improvement, nearly all these are on track to be met.

Only **2** schools in region in an Estyn follow up category. None in Special Measures.

Estyn Reported

"The local authority has established strong working relationships with principal improvement partners from the regional consortium and there are robust processes for the support and challenge to schools causing concern."

"...improvement partners provide a sound evaluation of progress based on first-hand evidence of provision and leadership in these schools..."

13

The Consortium



The Consortium

The Central South Consortium (CSC), established in September 2012, is a Joint Education Service for five local authorities:



The consortium acts on behalf of the five local authorities to develop a school improvement service that challenges, monitors, and supports schools to raise standards and provide the best provision for all learners in the region. CSC employs a small core team, supported by schools across the region supporting the commitment to the self-improving system.

Education In Wales: A Changing Landscape

Education in Wales is undergoing a significant transformation with the introduction of a new Curriculum for Wales from September 2022 and the implementation of the ALN transformation programme. The Journey to rollout identifies what needs to happen nationally to support the realisation of Curriculum for Wales in schools. CSC continues to work closely with schools and other partners to support this reform journey.

The Welsh Government published the Renew and Reform Plan in June 2021, setting out their priorities to support learners' wellbeing and progression in response to the Pandemic. We will continue to support schools to use this funding to meet the needs of their learners.

All the elements of the business plan are set in the context of Covid and we recognise that schools are working in very difficult circumstances. Our intention is to provide appropriate support to all schools to manage the challenges as we move through 2022-2025.

Curriculum For Wales

Improving education is our national mission. Nothing is so essential as universal access to, and acquisition of, the experiences, knowledge and skills that our young people need for employment, lifelong learning and active citizenship. (Welsh Government 2020)

Wales is currently undergoing a series of wide-ranging yet integrated reforms, which have the power to transform the education landscape. At the centre is a new curriculum for schools and funded non-maintained settings in Wales from September 2022. 'Curriculum for Wales' has been made in Wales but shaped by the best practices from around the world. It is also essential that we incorporate the learning from COVID-19.

The [Curriculum for Wales framework and guidance](#) is a clear statement of what is important in delivering a broad and balanced education. The [four purposes](#) are the shared vision and aspiration for every child and young person in Wales. A school's curriculum is everything a learner experiences in pursuit of the four purposes. It is not simply what we teach, but how we teach and, crucially, why we teach it. Curriculum development should be at the heart of practitioner, school and national efforts which seek to raise standards for all.

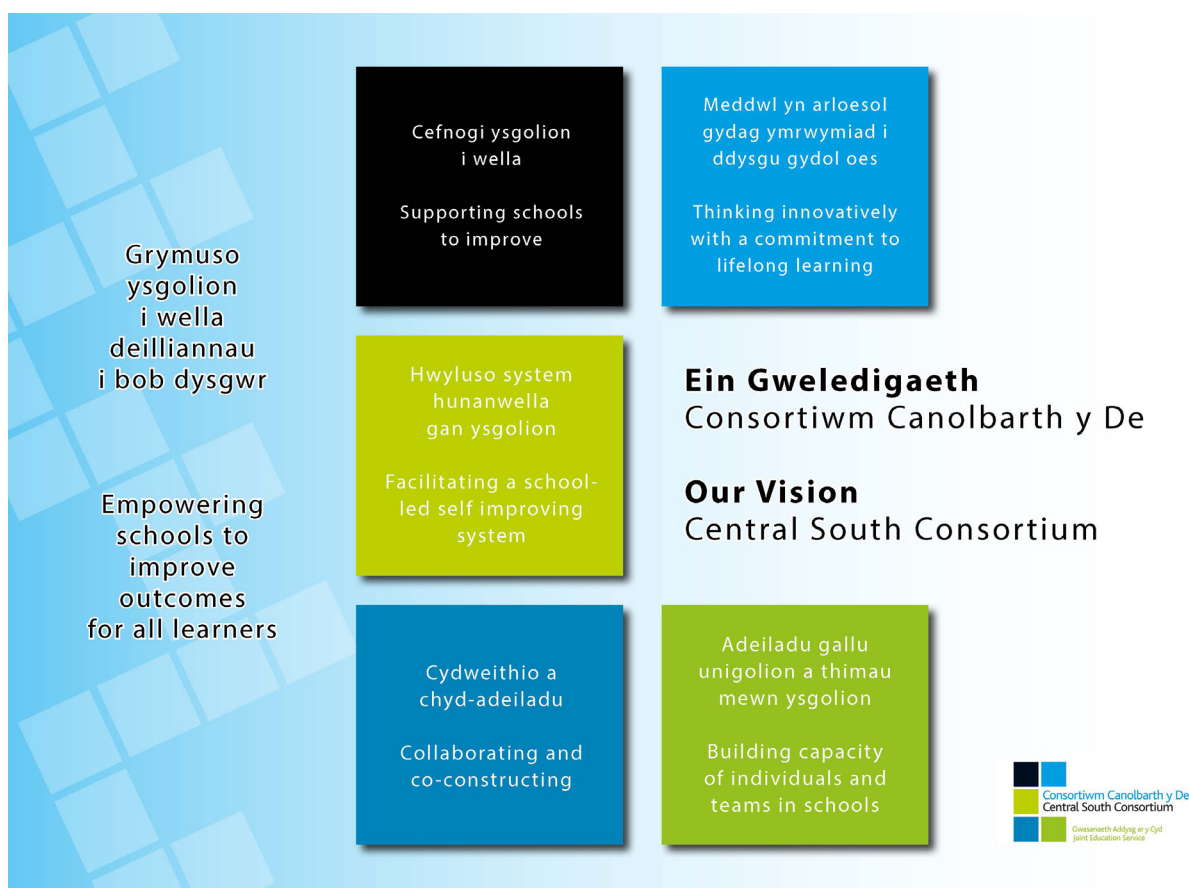
Central South Consortium has a key role in supporting all of the schools in our region in the realisation of Curriculum for Wales. We provide [professional learning](#) opportunities and access to support, resources, research and up-to-date information for all schools and individual practitioners to engage purposefully with Curriculum for Wales.

Central South Consortium Vision

Working with stakeholders from across the region, the vision for CSC remains:

“Empowering schools to improve outcomes for all learners”

This is even more essential in the current climate. The business plan is designed to meet the priorities of schools, local authorities and Welsh Government, against a back drop of a new curriculum, new accountability frameworks, new approaches to supporting children with additional learning needs, the implementation of schools as learning organisations, and the establishment of an National Professional Learning Charter, as well as changes to the way in which Estyn will inspect schools and local authorities. The delivery strategy within CSC is outlined within the Central South Wales Challenge and has been developed in light of the challenges schools are facing.

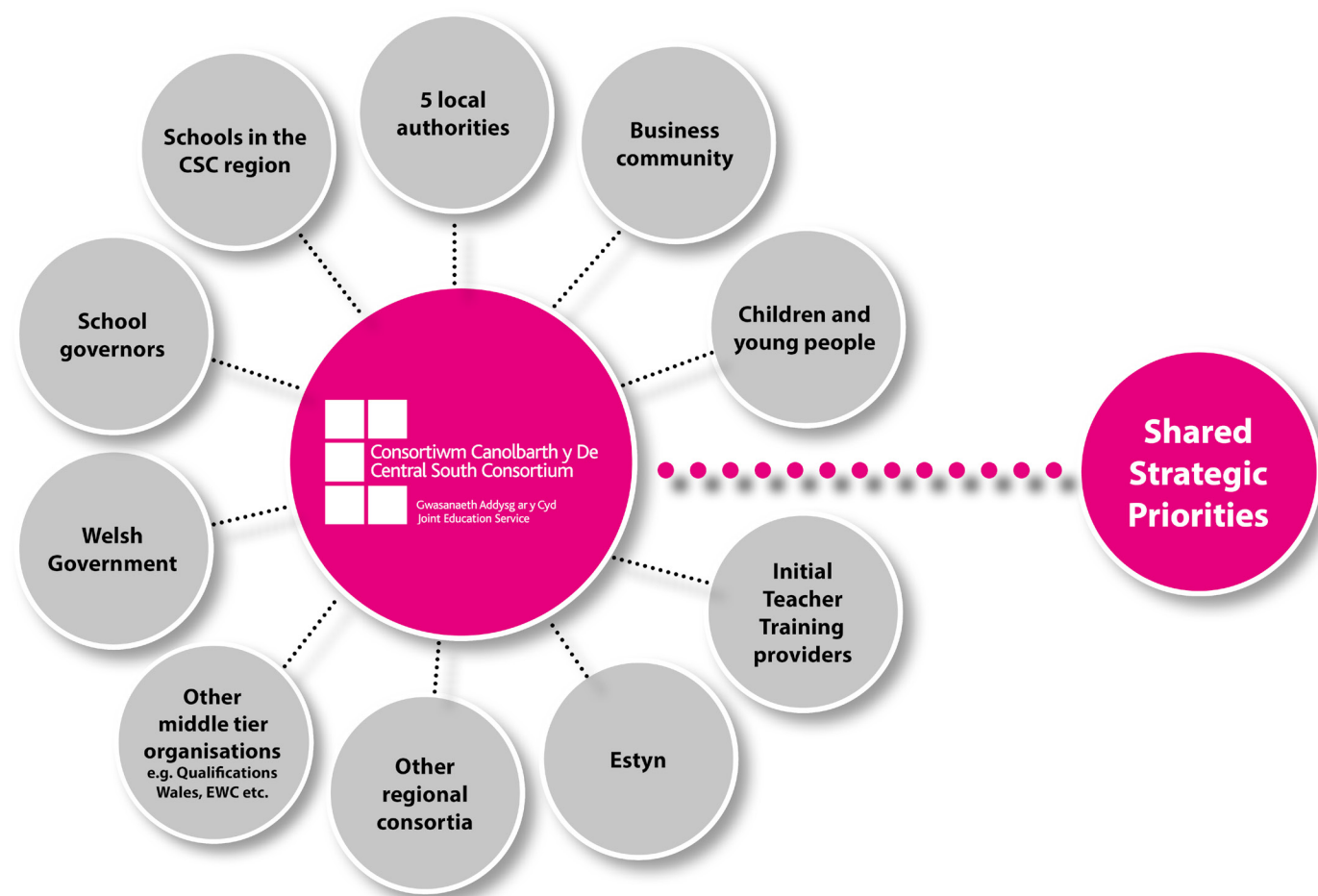


Improvement Priorities 2022-2025

Following analysis of LA priorities, our self-evaluation, requirements within the National Mission and consultation with stakeholders including headteachers and local authority officers, we have identified five improvement priorities. CSC is committed providing a high-quality school improvement service on behalf of all partner LAs. We are also committed to supporting schools to take greater ownership for their own improvement through the continued development of a self-improving system. CSC continues to have a specific role to play in the delivery of the National Transformation agenda, which means that some of the priorities will be led by Welsh Government priorities.

The business plan directly addresses the key priorities of the local authorities across the region. Although other priorities may be outside its remit, CSC will work, wherever possible, in partnership to support these priority areas.

CSC will continue to facilitate partnership working across the region as we recognise that our business plan cannot be delivered without a productive relationship between schools and the five local authorities that CSC serves. The links and communication fostered with other key partners including Welsh Government, other regional consortia and Estyn are also crucial.



Business Plan Priorities

The overarching priorities are agreed with the Joint Committee. The detail of each priority is set in the context of Covid.

- 1. Curriculum, Teaching & Assessment**
- 2. Leadership**
- 3. Equity & Wellbeing**
- 4. School Improvement**
- 5. Effectiveness and efficiency of Central South Consortium**

For each of the priorities, there is a detailed operational plan that outlines how and when the aspects of each priority will be delivered. Our intention remains to support schools to meet the needs of their learners to enable them to make progress. It is essential that there is continued support for staff and learner wellbeing.



Central South Consortium Priority Areas 2022-2025

THEMES (2022/23)

1	2	3	4	5
Curriculum, Teaching & Assessment	Leadership	Equity and Wellbeing	School Improvement	Effectiveness & Efficiency of CSC
<ul style="list-style-type: none"> Professional Learning Opportunities Evaluation of Professional Learning Welsh Language, Culture & Heritage Curriculum and Assessment Pedagogy, Teaching & Learning Qualifications Post 16 Education 	<ul style="list-style-type: none"> Leadership Pathways Governors Coaching & Mentoring Early Career Pathway TALP Schools as Learning Organisations 	<ul style="list-style-type: none"> Equity & Excellence Strategy for Vulnerable Learners LA Partnerships (focus on wellbeing & inclusion) 	<ul style="list-style-type: none"> School Self-Evaluation and Development Planning Framework for School Improvement Accountability 	<ul style="list-style-type: none"> CSC Business Planning & Self Evaluation Effectiveness & Efficiency/ LA reporting/ Scrutiny Communication Research & Evaluation Evaluation Systems & Processes CSC Governance Safeguarding
Self Improving System				
Impact of COVID				
Brokerage				
Central South Challenge (CSWC)				
Impact of Grant Funding				
LA WESP				
Professional Learning				
Curriculum for Wales				

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Central South Consortium Business Plan Priorities 2022-2025



Priority 1: Curriculum, Teaching & Assessment

Theme	What will this look like?
<p>Professional Learning Opportunities</p>	<p>Regional professional learning (PL) opportunities will continue to support school leaders and practitioners to respond to local, regional and national priorities.</p> <p>Strengthened partnership working with schools, local authorities, other middle tier organisations and Welsh Government will ensure coherent and high-quality professional learning for all schools.</p> <p>PL opportunities will:</p> <ul style="list-style-type: none"> • respond to emerging needs • align to the CSC Enabling Equity and Excellence document; Welsh Government Curriculum for Wales Implementation Plan and the National Approach for Professional Learning • be co-constructed with schools through a network of Lead Practitioners as part of the Central South Wales Challenge • be provided as live and/or on-demand events, programmes and networks • include high quality guidance and resources through a variety of media • provide opportunities for schools to share practice • support schools to develop: <ul style="list-style-type: none"> • Welsh Language, culture and heritage • Curriculum and assessment • Pedagogy, teaching and learning • Qualifications • Post-16 education
<p>Evaluation of Professional Learning</p>	<p>All PL will be evaluated using the Kirkpatrick model to inform ongoing improvements to the service. The impact of PL will be reported at four levels, as appropriate:</p> <ol style="list-style-type: none"> 1. Reaction / Engagement 2. Learning 3. Changes to behaviour 4. Results (longer term)
<p>Welsh Language, culture and heritage</p>	<ul style="list-style-type: none"> • Broaden the range and options of PL opportunities, guidance and resources for practitioners to speak Welsh • Refine the Welsh language patterns continuum to align to Curriculum for Wales • Welsh language networks will continue to provide opportunities for practitioner and middle leaders to collaborate and share practice • Increase the number of schools accredited at each level of the Siarter Iaith / Cymraeg Campus • Provide bespoke support for individual schools and clusters to meet identified needs

Priority 1: Curriculum, Teaching & Assessment

Theme	What will this look like?
Curriculum and Assessment	<ul style="list-style-type: none"> • Provide PL, guidance and resources that support schools with the journey to curriculum roll-out and responds to emerging needs • Curriculum networks will continue to provide opportunities for practitioners and leaders to receive guidance, collaborate and share practice • Support schools to design and continue to refine their purpose-led curriculum to meet the needs of all learners • Support schools with assessment for learning and planning for progression • Project opportunities will provide additional capacity for schools to collaborate on specific priority areas • Provide bespoke support for individual schools and clusters to meet identified needs
Pedagogy, Teaching and Learning	<ul style="list-style-type: none"> • Provide PL, guidance and resources that support schools to ensure high-quality teaching • Provide opportunities for schools to develop inquiry approaches • Pedagogy networks will continue to provide opportunities for practitioners and leaders to receive guidance, collaborate and share practice • Project opportunities will provide additional capacity for schools develop approaches to developing teaching and learning • Provide bespoke support for individual schools and clusters to meet identified needs
Qualifications	<ul style="list-style-type: none"> • Continue to contribute and engage with the qualifications reform process through Qualifications Wales networks • Secondary subject networks will continue to provide opportunities for practitioners and leaders to receive guidance, collaborate and share practice • Provide bespoke support for individual schools as required
Post-16 education	<ul style="list-style-type: none"> • Continue to contribute and engage cross-regionally to develop PL opportunities for post-16 leaders • Post-16 leaders' networks will continue to provide opportunities for practitioners and leaders to receive guidance, collaborate and share practice • Project opportunities will provide additional capacity for schools to collaborate on specific priority areas • Provide bespoke support for individual schools as required

Priority 2: Leadership

Theme	What will this look like?
Leadership pathways	<ul style="list-style-type: none"> • Continue to deliver national leadership programmes at a regional level • Develop bespoke programmes to enhance provision for leaders at all levels • Continue to ensure leaders at all levels receive the support of coaches and mentors to enhance the effectiveness of their roles
Governors	<p>School governors provide effective leadership, challenge and support:</p> <ul style="list-style-type: none"> • provide school governors with relevant professional development to enable them to undertake their roles effectively • Equip school governors with the guidance, tools and resources to undertake self-evaluation effectively • Continue to work closely with local authorities to support effective school governance
Coaching & Mentoring	<p>Embed a culture of coaching and mentoring across the region:</p> <ul style="list-style-type: none"> • Continue to provide professional development in coaching and mentoring to all schools and CSC staff • Provide formal coaching support and supervision for those staff who require it • Continue to ensure coaches and mentors supporting our pathway programmes receive the necessary training to carry out their roles effectively • Continue to work closely with other regions to develop the wellbeing of leaders through a national coaching approach
Early Career Pathway	<ul style="list-style-type: none"> • Provide student teachers in the region with professional learning, guidance and support to help them transition from ITE to induction • Support newly qualified teachers through the induction process, strengthened by the comprehensive professional learning offer • Support induction mentors to fulfil their enhanced statutory role • Provide a post induction professional development package to NQTs upon passing induction
Teaching Assistant Learning Pathway (TALP)	<ul style="list-style-type: none"> • Continue to provide professional learning, guidance and resources to teaching assistants, both nationally and regionally. • Support increased number of teaching assistants to achieve HLTA status • Build HLTA leadership capacity through ongoing coaching and specialist opportunities
Schools as Learning Organisations (SLO)	<p>Provide Professional Learning, guidance and resources to support schools to re-engage with the Welsh Government survey and develop the seven dimensions of SLO to improve outcomes of all learners</p>

Priority 3: Equity & Wellbeing

Theme	What will this look like?
Equity and Excellence	<ul style="list-style-type: none"> • Support schools in fulfilling the goals of the CSC regional approach to enabling the principles of Equity and Excellence for all learners • Support schools in dealing with the effects that Covid 19 has had on provision • Build professional learning and development that is needed to support the professional knowledge base for Equity and Excellence • Identify key opportunities to build system knowledge and expertise to enable the principles of Equity and Excellence in schools in the region
The provision and progress of vulnerable learners	<ul style="list-style-type: none"> • Provide support and challenge for the leadership of provision of and progress of vulnerable learners • Signpost or provide professional learning to support schools to enhance the provision and progress of vulnerable learners
Support for enhancing well-being provision for workforce and learners	<ul style="list-style-type: none"> • Support schools in their self-evaluation and leadership of the <i>Framework on embedding a whole-school approach to emotional and mental well-being</i> • Signpost or provide professional learning to enhance the well-being of workforce and learners • Support and challenge well-being provision and leadership in schools including attendance and exclusions

Priority 4: School Improvement

Theme	What will this look like?
<p>School Self-Evaluation and Development Planning</p>	<ul style="list-style-type: none"> • CSC evaluate the quality of self-evaluation, improvement planning, progress and standards in all schools, and report clearly on local and regional level. • Work alongside schools on the MER process to test out the robustness of self-evaluation activities • Schools engage with NEIR to focus their self-evaluation processes • PL and materials available to support school with models of best practice for self-evaluation • Improvements and strengths in self-evaluation processes and improvement planning are evident in an increasing proportion of Estyn reports on schools. • Schools have established clear and effective processes for internal evaluation and accountability • Schools have productive, timely, robust and enquiry-based self-evaluation processes leading to clear improvement plans • Schools have effective evaluations of the impact of Covid on learner progress and on school practice, leading to clear plans for improvement planning which builds on strong practice. • Development Plans are focused on appropriate priorities identified from focussed self-evaluation • Development Plans reflect LA and National Priorities Welsh Government policies linked to priority 4 are implemented across the region in accordance with milestones set in 'Education in Wales: Journey to 2022' and 'The Curriculum Implementation Plan'
<p>Framework for School Improvement</p>	<ul style="list-style-type: none"> • Fewer schools needing higher level support or causing concern. • All schools causing concern receive appropriate support and thereby improve their capacity for self-improvement. • Reviewed Intervention strategy for schools causing concerns with clarification • All plans detailing support identifies short, medium and long term expected impact of any brokered support, who will monitor and how it will be recorded
<p>Accountability</p>	<ul style="list-style-type: none"> • The region, LAs, schools, Governing Bodies and their stakeholders have a common understanding of how progress can be measured transparently and fairly at an individual school level, in line with national and local priorities. • Schools are able to respond appropriately to developing external pupil performance measures. • Any new Improvement, Evaluation and Accountability arrangements are implemented to align with current practice. • Clear assurances to LA & Stakeholders around progress of schools and learners • Reporting mechanisms align to support effective communication of information

Priority 5: Effectiveness & Efficiency of CSC

Theme	What will this look like?
<p>CSC Business Planning & Self-Evaluation</p>	<ul style="list-style-type: none"> • The CSC Business Plan will clearly outline our objectives meeting the needs of all stakeholders. • The LA priorities will form the integral basis for our Business Planning (Operational Plans). • The LA priorities will be included from the early planning stage. • Business Planning meetings will be well organised, structured and diarised well in advance of the meeting date. • Monitoring processes will ensure that our stakeholders are more involved in our monitoring and review processes will provide an opportunity for CSC to be challenged. • The three-year Business Plan will ensure that there is a better focus on sustainable long-term improvements and impact. • Self-Evaluation processes will take on board the views of stakeholders which in turn will inform its improvement-planning process. • Reporting cycles will meet the needs of LAs in a manageable and meaningful way, ensuring that there are clearly articulated audience and purpose for each report. • Reports will be produced that share the effectiveness of the organisation alongside the progress of schools across each LA. • Risk registers will incorporate to the LA and WG risks. • CSC will monitor the impact of its own performance management arrangements and will determine how well we respond to recommendations from previous inspection reports, thematic reports and other relevant reports from inspectorates and regulators.
<p>Effectiveness & Efficiency (inc LA Reporting & Scrutiny)</p>	<ul style="list-style-type: none"> • CSC will continue to produce an evidenced based effectiveness and efficiency report detailing the impact of CSC and its work. • Data and intelligence gathered by CSC is linked to organisational values. • Each report CSC produces has a clear purpose and meets the needs of the audience. • CSC has ensured there is alignment of internal workstreams that meet local and national priorities and avoids duplication. • CSC has adopted hybrid/agile approaches to working meaning that their physical footprint is reduced. Through this approach CSC is supporting the Welsh Government agenda of achieving a net zero public sector

Priority 5: Effectiveness & Efficiency of CSC

Theme	What will this look like?
Communication	<ul style="list-style-type: none"> • External communication channels are used effectively to improve access to professional learning, resources and support for schools in the region, leading to ongoing and sustained school improvement. This supports the realisation of the Consortium’s vision of ‘empowering schools to improve outcomes for all learners’. • Internal communication channels are used effectively to support and inform staff in their roles as ambassadors for CSC. Communication is a shared responsibility of all staff. This supports the realisation of the Consortium’s vision of ‘empowering schools to improve outcomes for all learners’. • The impact of communications activity will continue to be measured by website analytics including Knowledge Bank views, staff and school bulletin analytics, and social media engagement.
Evaluation Systems & Processes	<p>Evaluation is used for three purposes:</p> <ul style="list-style-type: none"> • Accountability – measuring results and efficiency • Development – strengthening the work of CSC • Knowledge – deepening understanding of effective school practice <ul style="list-style-type: none"> • There is a shared and understood language around evaluation and impact. • Clear and robust evaluation processes are in place to provide data, including stakeholder feedback. • Data and intelligence is used to challenge CSC performance, improve practice and generate knowledge for the system. • Roles and responsibilities in evaluation are clearly defined and ensure that the purposes of evaluation and the needs of all stakeholders are met.
CSC Governance	<ul style="list-style-type: none"> • CSC is committed to maintaining a financially viable service that meets the needs of schools and LAs, ensuring our BP is built on the LA priorities and brings the 5 LAs together into one regional service. • There is an approved governance structure which outlines the roles and responsibilities of each governance group that CSC are held accountable to and is detailed in the legal agreement which is signed by all stakeholders.
Safeguarding	<ul style="list-style-type: none"> • CSC has a Safeguarding policy which is updated annually to reflect any new legislation changes to ensure we are providing the correct advice to our staff. • CSC has its own dedicated Safeguarding Officer and Deputy Safeguarding Officers and refresher training is also provided to all staff on annual basis to ensure we continue to upskill and further develop a culture of safeguarding across CSC.

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Evaluating What We Do



Evaluating What We Do

This business plan is underpinned by more detailed operational plans for each improvement priority. These include measurable outcomes and milestones that use both quantitative and qualitative data. Progress will be monitored quarterly in Senior Leadership Team (SLT) meetings and reported to Joint Committee meetings. These provide quarterly monitoring and challenge against the agreed targets and milestones and value for money measures.

Progress against the regional priorities as well as the priorities agreed for individual Local Authorities will be reviewed on a quarterly basis through progress review meetings between the managing director and each local authority.

Progress against the priorities and development of the school-led system will be reviewed regularly with representative headteachers.

We recognise how important it is that we evaluate the impact of our own work - to ensure that we

remain reflective and responsive, and able to adjust practice to need. We do this using a variety of models and first-hand evidence. Teams evaluate their work internally and we formally evaluate practice across the organisation, and this is fed back to local authorities and CSC Joint Committee. Monitoring and evaluation is integrated across all school improvement work in Central South to ensure a robust and holistic understanding of progress. It is a critical, considered synthesis of all the evaluations that allows CSC to consider the outcomes of work following a range of monitoring activities aligned to the agreed success criteria. In Central South Consortium (CSC) we use the Kirkpatrick model to evaluate the depth and efficacy of professional learning and support. This moves from engagement and reaction in activity, to what has been learned, any associated changes in behaviour and then whether the planned results were achieved.



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Our Approach To Delivery





Our Approach To Delivery

All support and professional learning (PL) for schools from the Central South Consortium is carefully considered to achieve the CSC vision and support schools to meet local, regional and national priorities. These are focused on the key areas that encompass the education reforms in Wales:

- **Curriculum, learning and teaching**
- **Leadership and management**
- **Evaluation & Improvement**
- **Equity and wellbeing**
- **Progress and standards**

The CSC strategies and guidance to support all school across the region in these key areas are:

- **Supporting school improvement**
- **Professional learning opportunities**
- **Enabling Equity and Excellence**
- **The Central South Wales Challenge**

Supporting School Improvement

Although categorisation continues to be suspended, it is essential schools receive the support they need to improve. CSC has a highly skilled workforce with a wide range of experience, knowledge, skills and approaches to support schools.

The CSC School Improvement Team provide support and challenge to schools, ensuring that schools are well prepared and display behaviours that positively support the complete national reform agenda. School leaders need the time and space to be able to make sense of transformational reform and the plethora of national and regional supporting resources that go with it. The School Improvement Team role is also hugely significant in 'signposting' school leaders and other stakeholders to use the pertinent documents, e.g. CSC 'Enabling Equity and Excellence' document and professional learning that is available in the region, a conduit between policy and practice. This will enhance the school's ability to develop as a learning organisation and support putting the new curriculum and other reforms into place.

CSC, in consultation, have interpreted the Welsh Government Guidance for Improvement, Accountability and Evaluation. The new guidance ensures Improvement Partners continue to support schools to develop effective School Development Plans (SDP) and to ensure that there is an appropriate evaluation of the impact of school improvement strategies. This will work in conjunction with the school systems and will not generate additional work for school leaders. Improvement Partners will continue to support the governing body with the headteachers' performance management and will support the governing body to understand their role in school improvement. Improvement Partners will also

collaborate with the Regional Leads for Governors in order to support school governors to fulfil their responsibility in holding schools to account.

Based on the needs of the school the Improvement Partner will identify the support needs, and broker support required. Support will be tightly focused on the actions in the School Development Plan (SDP) and brokerage will be coordinated by the Principal Improvement Partner. A support programme is developed in liaison with the curriculum and professional learning team. Once the support programme is agreed the Improvement Partner is responsible for quality assuring the impact of this support with the headteacher and governors as appropriate.

There is also an expectation the Improvement Partner shares information with the LA and attends any school focused LA meetings as necessary. Links with Local Authorities Improvement Partners will continue to develop and foster collaborative working partnerships with LA colleagues. Improvement Partners are mindful of the individual systems and process in each LA and will work accordingly. Joint collaboration will facilitate an effective sharing of information to ensure a mutual understanding to enable effective school improvement. Improvement Partners will continue using the successful strategies in place and will work with LA colleagues to adapt and improve where needs emerge. The Principal Improvement Partners will continue to be a pivotal link with each LA and will ensure an effective two way flow of information. It is essential the Improvement Partner forms a strong professional relationship with the headteacher. One of the key roles of the Improvement Partner is to broker support that will help build capacity and empower the school to achieve the outcomes identified in the School Development Plan (SDP).

Professional Learning Opportunities

A wide and varied range of professional learning (PL) opportunities are offered to practitioners and leaders at all levels, including school governors. CSC strives to ensure an equitable offer for all schools across the region. All PL is evidence informed, close to practice and aligned to the National Mission, the National Approach to Professional Learning (NAPL) and to the Professional Standards for Teaching and Leadership (PSTL) and the Professional Standards for Assisting Teaching (PSAT). The CSC professional learning (PL) offer is responsive to local, regional and national needs, informed through a wide range of data, intelligence and evaluation.

PL opportunities include synchronous and asynchronous programmes and events. PL is further enhanced by high quality resources including guidance documents, online communities, blogs, vlogs, podcasts, poster packs, FAQs that support schools and share practice in all areas.

The majority of professional learning is delivered through the Central South Wales Challenge. A minority of PL sits outside of the CSWC and is centrally delivered. Currently this takes three main forms:

- **where the regions and partnerships are working together to establish PL around key areas, e.g. cross-regional programme for Curriculum for Wales**
- **where the CSC school improvement team have identified a specific regional need and developed PL to support this. This may involve the use of experts to develop or facilitate programmes, e.g. Reading Reconsidered**
- **where bespoke Local Authority PL and support is tailored to meet identified local authority priorities not met through the regional offer, e.g. Merthyr Raising Aspirations Raising Standards**



Enabling Equity And Excellence

We are committed to the success and wellbeing of every learner, regardless of background or personal circumstance. Equity and excellence go hand in hand, and we cannot have one at the expense of the other. (Welsh Government, 2017)

Central South Consortia has worked with school leaders, local authority officers and the University College London Institute of Education to formulate a key document to support all schools across the region in achieving equity and excellence for all learners. '[Enabling Equity and Excellence](#)' sets out an ambitious agenda based on valuing every learner and the knowledge and experience that they bring to school as the starting point for developing inclusive teaching. The principles of this document align to the CSC vision of empowering schools to improve outcomes for all learners and supports schools on their journey of education reform in Wales.

Enabling Equity and Excellence promotes and supports sustainable school improvement and learning leadership in order that schools make informed choices and decisions around equity and excellence. It also recognises that each school has its individual context and staff and pupil demographic, and that all schools will be at different points of their improvement journey. It aims to promote thought and discussion amongst a school community, to ask pertinent questions as to how equitable the organisation is and how effective it is in transforming policy into practice to ensure excellence for all learners.

Enabling Equity and Excellence challenges all schools to aspire to excellence and offers support to those schools most in need of improvement. It supports school leaders in robust self-evaluation with a specific focus on the quality of the provision and practices for inclusion and teaching, and the impact these have on the well-being and outcomes of all learners.

The Central South Wales Challenge

The Central South Wales Challenge (CSWC) is a partnership of all schools in the region working together to develop a self-improving system. It was launched in 2014 and is based on improvement being driven for schools by schools. The strategy was developed by headteachers from schools across the region and drew on the expertise of universities and external experts in school improvement and published international research.

The CSWC provides delivery structures and networks through which most regional professional learning opportunities are offered. The CSWC model is designed to be:

- consistent across the region
- school led
- informed by prior knowledge of a self-improving school system
- focused on providing value for money
- responsive to the changing needs of schools



Each component of the CSWC model plays a key role in ensuring that schools can access appropriate professional learning (PL) and support to meet their school improvement needs. The components that are categorised broadly into two areas:

- **Professional learning collaborations** – all schools in the region are allocated collaboration funding to support participation in collaborative working within and beyond their school.
- **Professional learning opportunities** – these are co-constructed and facilitated by lead practitioners and school leaders from across the region in partnership with the CSC curriculum and professional learning team.

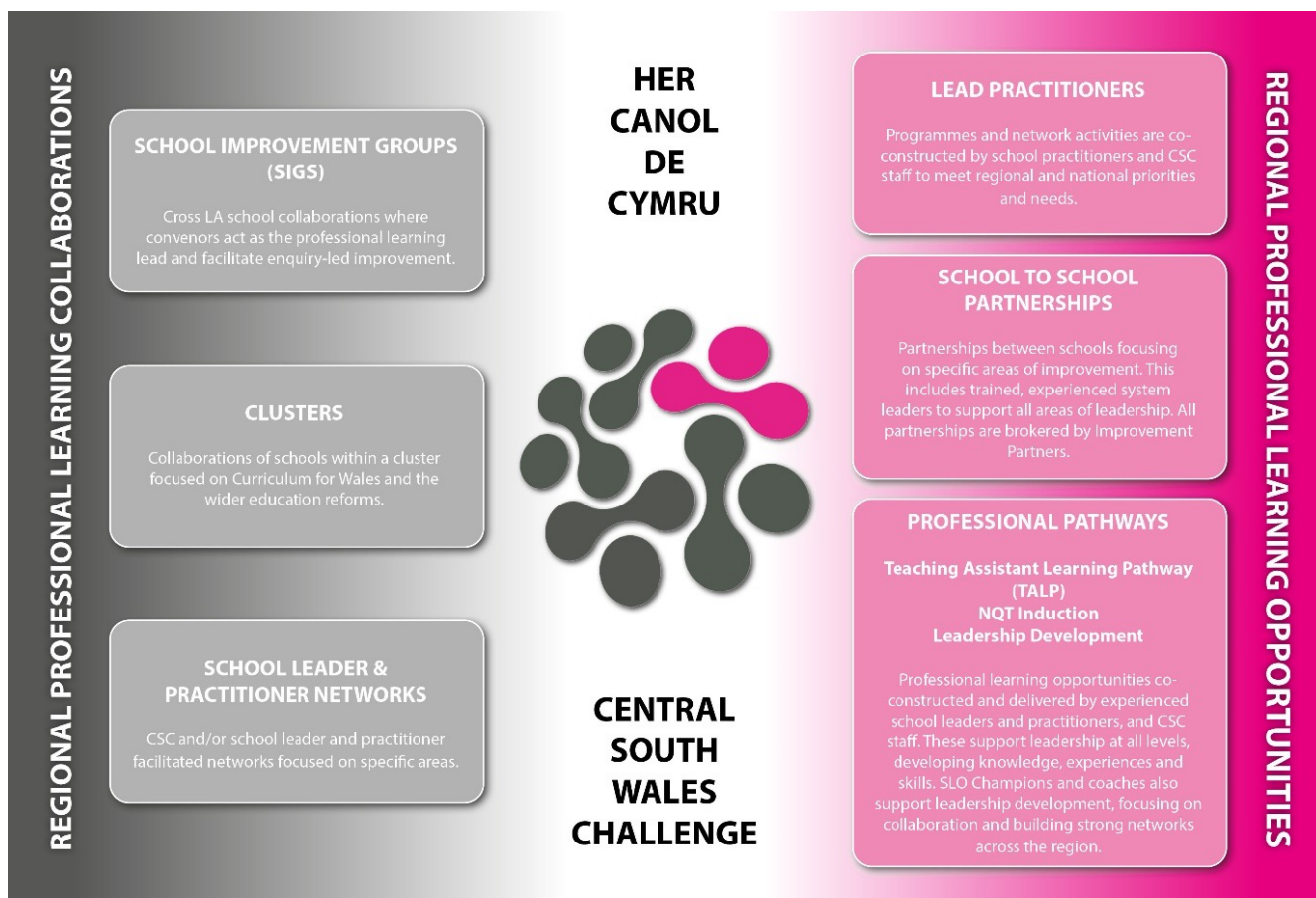


Diagram: Central South Wales Challenge Model 2022/23

The CSWC model continues to be reviewed and refined annually following consideration of evaluation of impact and value for money. It's also driven by robust evaluation of the efficacy of the professional learning offer and regional school improvement needs.

The following key principles remain constant:

- Effective practice is shared so that schools learn from each other.
- Knowledge of school practice and research facilitates and supports the sharing of best practice and collaboration to improve learners' outcomes within a self-improving system.
- The most appropriate source of support for schools is sourced by the schools themselves or is signposted/brokered by Improvement Partners.
- Improved teaching and leadership can only be sustained by a commitment to PL that is evidence informed and supports the development of schools as learning organisations.
- Resources are focused on opportunities for teachers and leaders to learn from each other, to try out new approaches or lead research projects, to improve their teaching and that of others.
- Leadership skills grown through planned succession leads to improvement across the system.
- Accountability is clear at all levels and used effectively to drive improvement.

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Governance



Governance

A revised model of governance was implemented during 2021/22 ensuring all stakeholders have a voice in the system and that there are opportunities for each stakeholder group to meet to focus on issues related to their sector. It also recognises that the democratic accountability sits with elected members and that the strategic functions for school improvement sit with the Local Authorities.

This model preserves the current Joint Committee structure and creates a CSC management board with increased membership. This model recognises the statutory functions of the LAs and retains the Directors group as a key group within the governance structure. It gives headteachers the opportunity to be involved regularly to develop the strategic direction of the organisation and recognises their key role in a school-led self-improving system.



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Consortium Funding 2022-2023



Consortium Funding 2022-2023

CSC uses all available funding to support the priorities identified by schools, local authorities, regions and Welsh Government within the business plan. The underlying principle is that delegation to schools should be as high as possible.

CSC is funded on an annual basis from the constituent local authorities to fulfil the requirement of the National Model for Regional Working as well as directly from Welsh Government to further support and develop both regional and national priorities.

At the Joint Committee meeting on 22 December 2021, it was agreed that the core funding to the consortium would be increased by 1.72% for 2022-2023. Local authority contributions are calculated using the Indicator Based Assessment (IBA) published annually on the Stats Wales website.

Financial Overview

Local Authority Contributions £m	Grant Funding for National Priorities	Total Funding Available
£3.625	£X	£X

Funding Provided From Welsh Government

Historically, there were a number of grants received by CSC from Welsh Government. With the launch of the national strategy 'Education in Wales: Our National Mission', there has been a streamlining of the grant funding process.

From 2018-2019, only two grants have been received by consortia:

Regional Consortia School Improvement Grant	Pupil Development Grant
£48,652,545	£X

* includes LA match funding

Regional Consortia School Improvement Grant

The main grant received by regional consortia to support national school improvement priorities is the Regional Consortia School Improvement Grant. This grant incorporates the former Education Improvement Grant (EIG).

There is an expectation that the EIG element of the grant is match funded by local authorities and is predominantly delegated to schools in line with grant terms and conditions. In 2022-2023, xx% of the EIG element of the grant will be delegated to schools.

The outline funding envelope from Welsh Government was received in xxx 2022 and provides indicative allocations for the financial year 2022-2023. Activity within the 2022-2023 business plan is predominantly funded from this grant. Elected Members approve the funding distribution upon receiving recommendations from the CSC Management Board.

A detailed overview of the allocation of funding to schools is available on the CSC website. This allows schools to compare allocations and ensure transparency of the use of grant funding.

Objective	£
Curriculum and assessment	XXXX
Developing a high-quality education profession	XXXX
Inspirational leaders working collaboratively to raise standards	XXXX
Strong and inclusive schools committed to excellence, equity and wellbeing	XXXX
Robust assessment, evaluation and accountability arrangements supporting a self-improving system	XXXX
Total Funding	XXXX

Pupil Development Grant

The Pupil Development Grant was launched in 2012 and provides additional funding to schools based upon the number of pupils on their roll eligible for Free School Meals or who are children looked after.

The majority of the grant (xx%) is delegated to schools. However, xx% is retained to provide professional learning opportunities across the region to support children looked-after and previously looked-after adopted children.



Consortiwm Canolbarth y De
Central South Consortium

Gwasanaeth Addysg ar y Cyd
Joint Education Service



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**Grymuso ysgolion i wella
deilliannau i bob dysgwr**

**Empowering schools to improve
outcomes for all learners**



CENTRAL SOUTH CONSORTIUM REPORT FOR JOINT COMMITTEE

7TH JUNE 2022

JOINT EDUCATION SERVICE

REPORT OF THE DEPUTY MANAGING DIRECTOR – MEMBERS WORKSHOP

Author: Louise Blatchford, Deputy Managing Director

1. PURPOSE OF REPORT

- 1.1 To provide Members with a verbal update on the proposed workshop for new Members of the Joint Committee.

2. RECOMMENDATIONS

It is recommended that Members:

- 2.1 Note the date for the proposed workshop; and
- 2.2 Consider whether there are any areas of the work of Central South Consortium Members would like to receive further information on as part of the induction workshop on the 30th June 2022.

3. BACKGROUND INFORMATION

- 3.1 Central South Consortium acts on behalf of the five local authorities within the region to develop a school improvement service that challenges, monitors and supports schools to raise standards and provide the best provision for all learners in the region.
- 3.2 Following the recent local elections, Central South Consortium propose to invite all new Members and scrutiny Members from the five constituent Local Authorities to a virtual workshop (Teams) to provide an overview of the work of CSC and to meet the members of CSC's leadership team.

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

7th JUNE 2022

CENTRAL SOUTH CONSORTIUM JOINT COMMITTEE

List of background papers

Freestanding matter

Officer to Contact:

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