



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 a 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 Bacallaureate improvement

Purpose

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

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 Bacallaureate;
- 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