

WELSH GOVERNMENT 2017-18 SMALL AND RURAL SCHOOLS INNOVATION GRANT FUNDING

ANNEX A - Name of Local Authority: Swansea Local authority allocation for 2017-18 (up to) £90,991

Contact Name: Kelly Small Position in local authority: *Head of Funding and Information* Contact details: 01792 636686 kelly.small@swansea.gov.uk

The below proposals are linked to a wider strategy for rural schools in Swansea, which is to encourage more school-school collaboration, and move toward a model of federation among schools in the future, where this is appropriate. It is hoped that the below projects will serve as a pilot or 'test case' which LA officers, members and schools can use to inform future school organisation. In addition to the projects outlined below, the LA has identified another two rural schools (Penclawdd Primary and Llanrhidian Primary) which will also be piloting a 'soft' federation initially, with the support of both Governing Bodies, although they are not small enough to be eligible for this grant. These are effectively 'stepping stones' along a path towards more formal federated models which seek to enhance the future sustainability of education provision as well as building future leadership capacity. The lessons learned from these pilots will also inform the detailed business cases as part of our 21st Century Schools Band B programme and the delivery of Swansea's Welsh Education Strategic Plan. The LA feels that the proposals outlined below would be the best use of the grant in order to raise standards and secure the future sustainability of both schools identified.

Project Name: (Please include details of all schools involved)	Key purpose(s): 1, 2, 3, 4 (which may cover more than one)	Description of proposed activity:	Estimated expenditure (£)	Anticipated outcomes
YGG Felindre (pilot collaborative working/soft federation with YGG Y Login Fach and YGG Tirdeunaw)	1. Encouraging innovation from shared experiences of the larger schools to contribute to the longer term sustainability of YGG Felindre 2. Supporting greater school to school working through shared staff resources, so facilitating the development of more formal federation in future 3. The mentor headteacher role will support the acting headteacher with administration and	YGG Felindre is an amber categorised school and has been without a headteacher for a period of time, despite advertising twice for the headteacher post, and this has left the school in a vulnerable position. As a small school, the funding formula allocates a low amount of budget for leadership posts (based on school ISR). It has been difficult to attract someone with the right experience for this small Welsh medium school. The headteacher post has had quite a lot of turnover in the last few years with movement to larger schools within the county. The deputy headteacher at YGG Felindre has also secured a post at another school leaving	£45,495.50 (£15,000 for mentor headteacher release time and £30,495.50 for deputy headteacher salary)	<ul style="list-style-type: none"> Establishment of soft federation among the schools concerned as a potential stepping stone towards more formal future federation Headteacher post no longer vacant – stability of leadership in a school with a great deal of leadership turnover Support for amber school to prevent any further dip in standards Experienced leadership support for this small

	<p>organisation, allowing school staff to continue their focus on raising standards</p> <p>4. Providing a 'test case' that the LA can draw upon when developing future plans for school to school collaboration and federation, where this may be appropriate</p>	<p>just one remaining teacher at the school. The grant bid is to fund the release of an experienced NPQH deputy headteacher from YGG Tirdeunaw (who is currently on the same leadership point as the headteacher ISR in YGG Felindre, and therefore the post will be offered at an enhanced salary) to act as day-to-day headteacher in YGG Felindre, while still maintaining a core role in YGG Tirdeunaw. The bid will also pay for release time for a very experienced mentor executive headteacher from YGG Y Login Fach. Support and collaboration from these two larger Welsh-medium schools will give YGG Felindre the required leadership and stability needed whilst allowing further consideration of future leadership and collaboration models for the welsh-medium schools in the area. The governing bodies of the schools will be supported to work together more closely as a pre-cursor to more formal collaboration of the schools in future. Teaching staff will also be given the opportunity of school-to-school working to support each other. YGG Felindre and YGG Tirdeunaw will feature in Band B of our 21st Century Schools bid and this proposal will be a sustainable bridge for YGG Felindre while further collaboration plans are established and reflected in the detailed business cases.</p>		<p>school from two larger successful schools</p> <ul style="list-style-type: none"> • Opportunities for shared working and collaboration for governors and teachers as well as for leadership • Stability for learners • Experience and professional development for seconded staff • School staff can continue to focus on increasing standards • Ability to share resources and documentation between the schools • School-to-school working • Brings the community of YGG Felindre into contact with other Welsh medium schools in the county • Allow LA to learn from pilot project and inform future proposals
Craigcefnparc Primary (pilot collaborative working/soft federation with Craigfelen Primary)	1. Encouraging innovation from shared experiences from the larger school to contribute to the longer term sustainability of	Craigcefnparc Primary is an amber categorised school and has been without a headteacher for over a year due to long term sickness. The substantive headteacher is still in post	£45,495.50 (towards salary for deputy headteacher of Craigfelen Primary)	<ul style="list-style-type: none"> • Headteacher post covered • Support for amber school to prevent any further dip in standards

	<p>Craigcefnparc</p> <p>2. Supporting greater school to school working through shared staff resources in order to facilitate the development of more formal federation in future</p> <p>3. Sharing leadership staff will reduce pressure on other school staff, allowing the focus to remain on increasing standards</p>	<p>and therefore it is not possible to advertise for permanent support. The school is in a vulnerable position. The grant bid is for the continued release of an experienced NPQH deputy headteacher from neighbouring Craigfelen Primary School to act as headteacher in Craigcefnparc Primary School while maintaining a core role in Craigfelen. This will give the school the required leadership and stability whilst allowing further consideration of future leadership and collaboration models. The governing bodies of the schools will be supported to work together more closely as a pre-cursor to more formal collaboration of the schools in future. Teaching staff will also be given the opportunity of school-to-school working to support each other. There is a possibility of school reorganisation in this area in future and therefore this leadership support can be seen as a possible pre-cursor to more formal school-to-school collaboration in the area and inform more a more detailed future business case.</p>		<ul style="list-style-type: none"> • Experienced leadership for this small school • Opportunities for shared working and collaboration • Stability for learners • Experience and professional development for shared staff • School staff can continue to focus on increasing standards • Ability to share resources and documentation between the schools • School-to-school working • Brings the two neighbouring communities closer together • Paves way for more formal collaboration and potential future federation • Allow LA to learn from pilot project and inform future proposals
Total			£90,991	

Please return your completed plan to Ceri Jane Griffiths, School Governance and Organisation Branch **by 31 May 2017**

The key purposes are listed below:

1. To encourage innovation - This purpose is intentionally wide to encourage the development of innovative practice to raise standards and contribute to the sustainability of small and rural schools. An example might include the use of new digital technologies to combat the issue of professional isolation by harnessing the power of IT including virtual classrooms;
2. To support greater school to school working – this purpose includes informal association, formal collaboration or federation to raise standards. Federation has been shown to be particularly beneficial in allowing rural school to remain open and viable in their communities;
3. To provide additional administrative support in schools where the head teacher has a significant timetabled teaching commitment of at least 10% of the timetable. The intention of this key purpose is to improve the capacity of these head teachers to provide leadership and management and raise standards in their schools. Consideration should be given to innovative ways of working with other schools for example to share backroom functions and/or through the use of a shared business manager. The funding should not be used to fund general administrative support in the school; and
4. To increase the community use of school buildings whether for education or non-education purposes - Where opportunities exist and there is local demand, school facilities might be used by pre-school groups; for after school activities; adult education; sport, ICT centres; libraries or for a wide range of non educational community purposes. Funding may be used to assist with the associated costs of establishing such arrangements whether these are administrative or associated with equipment or adaptations of the facilities.