



REPORT TO THE JOINT COMMITTEE

2 OCTOBER 2024

Report by: **Euros Davies - Head of Service - School Improvement**
 Rhys Williams - Head of Service - Professional Learning

Subject: **GwE Leadership - Transitional Period**

1.0 **Purpose of the Report**

1.1. To share information with Joint Committee members regarding GwE leadership arrangements until the end of the transitional period.

2.0 **Background**

2.1. In accordance with the statement from the former Minister for Education and the Welsh Language on 31 January 2024, there was a decision by Welsh Government to make fundamental changes to the middle tier of the Welsh education system.

2.2. On 1 August 2024, the Joint Committee approved the proposal to reduce the GwE SLT from five members to two for the remainder of the transitional period. Consequently, the current roles of the Managing Director, the Assistant Director and the Senior Secondary Lead have been removed from the structure since 1 September 2024.

2.3. The two remaining senior leads have agreed to lead, manage and quality assure the core function of school improvement and professional learning and school support until the end of the transitional period.

3.0 **Matters for consideration**

3.1. A number of important work streams have been identified for the work of the service between September and the end of the transitional period, which include:

- Risk management and quality assurance in terms of the core function of GwE to support schools and authorities to fulfil their statutory roles.
 - Support the Transition Board to establish purposeful processes and structures to respond successfully to the requirements of the middle tier review.
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- Work closely with the Transition Board, the Project Manager and Human Resources to provide and share the relevant information.

3.2. This year, the service has lost 17 members of staff (equivalent to 15.2 full time posts). Staff on secondment returning to their schools, staff leaving the service for new posts and resignations have all resulted in an imbalance in the support for different sectors and subjects. This means there is a significant risk to the capacity of the service to fulfil the commission agreements in place. It is anticipated this number will increase until posts are assured in the transfer.

3.3. Where a lack of capacity has been identified, the GwE Senior Leadership Team will contact individual Authorities to discuss viable solutions.

3.4. To ensure a successful transitional period, it is essential there is regular and open communication between all stakeholders. This will assist to boost staff morale, well-being and motivation during these uncertain times.

3.5. A timetable for the transitional period will need to be jointly agreed.

4.0 Recommendations

4.1 The Joint Committee is asked to accept and approve the content of the report.

5.0 Financial implications

5.1. GwE will operate within its financial resources.

6.0 Equalities Impact

6.1. There needs to be an agreed timetable across authorities to avoid equality implications.

7.0 Personnel Implications

7.1 A timetable for implementation will need to be agreed and staff appointed for the new models to avoid personnel implications.

8.0 Consultation undertaken

8.1 Consultation with GwE Management Board.

VIEW OF THE STATUTORY OFFICERS

Monitoring Officer:

Nothing to add from a propriety perspective.

Statutory Finance Officer:

This report provides the Joint Committee with an update on the development with regards to the leadership of GwE. The situation that is predicted for the remainder of the financial year is reflected in the review of the revenue budget which is reported on in another item on this meeting's agenda, which shows that the financial situation is under control. I have no objections to the contents of the report from the perspective of financial propriety.