

<b>Committee</b>	Services Scrutiny Committee
<b>Report Title</b>	Moving towards an Education Area Offices Model
<b>Date of meeting</b>	27 September 2016
<b>Relevant Officer</b>	Arwyn Thomas, Head of Education
<b>Relevant Cabinet Member</b>	Cllr Gareth Thomas

## 1. INTRODUCTION

The main purpose of the report is to present information to elected members on the development of the Education Area Offices.

Gwynedd Council Cabinet have already supported a recommendation whereby consultations are held with schools and governors on the core principles that will lay the foundations for the establishment of a 'Fit For Purpose Education' system for Gwynedd'.

The following priorities for implementation of the system are identified:

- An excellent professional workforce and leaders at every level who provide mutual collaboration, assistance and challenge;
- Outstanding schools that will have future viability; and
- A collaborative management structure at a catchment-area and area level that will free up time for headteachers to provide effective leadership and for teachers to focus on teaching.

Recommendations contained in the county's recent independent report on 'Leadership and Management' tie in with the principles of the document '*Qualified for Life – education improvement plan for 3-19 year old learners*' and newly establishes the 'Gwynedd School' principle.

In practice, this implies developing leaders understanding that they are responsible for, and are part, of a broader school system, and not only their own school, with such a successful system existing through the establishment of a mature, open partnership between the schools, LA and GwE officers, based on an agreed understanding of functions, system level performance and development requirements. Leaders require the time, and they are expected to work at their school and across the 'school system' in a structured manner that has been planned so as to create a robust 'Gwynedd School' rather than a series of individual schools working in isolation.

## 2. PROPOSED EDUCATION AREA OFFICES STRUCTURE

Through following the 'Gwynedd School' method, changes are required as regards schools managerial and governance arrangements and promoting a system of governance that encompasses a school and entire system.

An effective Area Offices structure will promote this model of collaboration through rationalization of and sharing managerial requirements thus releasing headteachers to provide effective leadership.

Through collaboration with GwE, and combining the needs of the proposed ALN model and the schools modernization model, the aim is to ensure an implementation structure that corresponds to the Area model.

The main task of the Area Office will be on the one hand, to rationalize and share schools managerial, administrative and governance requirements and, on the other, ensure that the Education Department's strategies for improving schools are effectively implemented and that there are higher standards of achievement through channelling support, instructions and challenge at appropriate levels through effectively utilizing the available resources at the school, locally and at a county level.

It is intended to establish schools in the north east, north west and South of the county under the leadership of a designated 'Area Education Officer' (AEO) (**Annexe 1**) and 'Business and Services Officers' (BSO) will co-ordinate the support services and facilitate working in partnership at a local level.

### **Education Quality Improvement – Area Education Officers (AEO)**

The principal work of the Area Education Officers will be to support and set a challenge, either directly or indirectly, for schools to contribute towards a climate of continuous improvement through challenging schools to raise standards, promote self-improvement strategies and 'School to School' collaboration, and effectively collaborate with other agencies who are active in the field.

The Area Education Officers will be a member of the Catchment-area Strategy Board (CSB), County Quality Board (CQB) and the Area Scrutiny Committee (ASC).

The Catchment-area Strategy Board (CSB) will hold an overview of the performance of every school in the county as regards pupils well-being and education, agree on the work programme and monitor implementation.

The Area Scrutiny Committee (ASC) will provide opportunities for chairpersons and headteachers of individual schools, as well as the relevant Challenge and Support Adviser, to highlight those good practices that are implemented at the school, and their responsibilities and roles in achieving that. The local members and area officers will have an opportunity to develop and strengthen the element of area scrutiny with specific schools or with regard to themes that become evident: support, assistance, responsibility and scrutiny.

### **Management, Administration and Governance – Business and Services Officers (BSO)**

Several services support schools at various levels and for several purposes.

The main purpose of the post of Business and Services Officer (BSO) is to improve the effectiveness of area schools management arrangements and make a substantial

contribution to continuous improvement to school services. They will directly report to the Area Education Officers.

The Business and Services Officers will be in charge of the day to day running of the Area Education Office and will serve as main contact for schools within the catchment-area regarding managerial matters. He/she will have responsibility for ensuring an excellent administrative service for schools and their Governors and to the Area Education Officers.

The Business and Services Officers is expected to provide support, and managerial advice for governing bodies and senior leadership teams at all of the area's schools.

Through direct consultation with headteachers and the individual services, it is intended to sort the services at a county, area and local level, based on their priorities and hold a review of the Education Department's strategic and managerial structure in Gwynedd.

Governors will receive direct and local support, assistance and training. Through establishing a 'Catchment-area Strategy Board' for chairpersons, the Business and Services Officers and the Area Education Officers, training can be tailored in specific fields, promote strategic collaboration and strengthen accountability and work in partnership in response to 'Gwynedd School' principles.

## Annexe 1

### AREA EDUCATION OFFICES

#### Education Office East Gwynedd

Education Officer: *Diane Jones*

#### YSGOL DYFFRYN OGWEN

Ysgol Bodfeurig  
Ysgol Pen-y-Bryn  
Ysgol Llanllechid  
Ysgol Rhiwlas  
Ysgol Abercaseg  
Ysgol Llandygai  
Ysgol Tregarth

#### YSGOL BRYNREFAIL

Ysgol Gwaun  
Gynfi  
Ysgol Llanrug  
Ysgol Bethel  
Ysgol Cwm y Glo  
Ysgol Dolbadarn  
Ysgol Gymuned  
Penisarwaun  
Ysgol Waunfawr

#### YSGOL TRYFAN AND YSGOL FRIARS

Ysgol Glanadda  
Ysgol Glancegin  
Ysgol Babanod  
Coedmawr  
Ysgol y Garnedd  
Ysgol y Felinheli  
Ysgol Hirael  
Ysgol y Faenol  
Ysgol Llandygai  
Ysgol Cae Top  
Our Lady's School

#### YSGOL SYR HUGH OWEN

Ysgol y Gelli  
Ysgol Felinwnda  
Ysgol  
Rhosgadfan  
Ysgol Rhostryfan  
Ysgol yr Hendre  
Ysgol  
Bontnewydd  
Ysgol y Felinheli  
Ysgol Maesinclla  
Ysgol Llandwrog  
Ysgol Santes  
Helen

#### Education Office West Gwynedd

Education Officer: *Keith Parry*

#### YSGOL DYFFRYN NANTLLE

Ysgol  
Brynaerau  
Ysgol Llanllyfni  
Ysgol  
Baladeulyn  
Ysgol Nebo  
Ysgol Bro Lleu  
Ysgol Talysarn  
Ysgol Bro  
Llifon

#### YSGOL EIFIONYDD

Ysgol Beddgelert  
Ysgol Borthygest  
Ysgol Trefferthyr  
Ysgol  
Garndolbenmaen  
Ysgol Eifion Wyn  
Ysgol y Gorlan  
Ysgol  
Llanymstumdwy

#### YSGOL GLAN Y MÔR

Ysgol Gynradd  
Nefyn  
Ysgol Abererch  
Ysgol Chwilog  
Ysgol Bro  
Plenydd  
Ysgol  
Llanaelhaearn  
Ysgol  
Llanbedrog  
Ysgol Llanygybi  
Ysgol Babanod  
Morfa Nefyn  
Ysgol  
Pentreuchaf  
Ysgol yr Eifl  
Ysgol Cymerau

#### YSGOL BOTWNNOG

Ysgol Gynradd  
Nefyn  
Ysgol Abersoch  
Ysgol Crud y  
Werin  
Ysgol Edern  
Ysgol  
Llanbedrog  
Ysgol Babanod  
Morfa Nefyn  
Ysgol Sarn  
Bach  
Ysgol  
Tudweiliog  
Ysgol Pont y  
Gôf  
Ysgol Foelgron

#### Ysgol Pendalar

**Education Office South Gwyned****Education Officer:** *Garem Jackson***YSGOL Y  
GADER**Ysgol  
Gynradd  
Dolgellau  
Ysgol BrithdirYsgol Dinas  
Mawddwy  
Ysgol  
Ganllwyd  
Ysgol  
Llanelltyd  
Ysgol Ieuan  
Gwynedd  
Ysgol Friog**YSGOL Y  
MOELWYN**Ysgol Bro  
CynfalYsgol  
Edmwnd  
Prys  
Ysgol  
Manod  
Ysgol  
Tanygrisiau  
Ysgol Bro  
Hedd Wyn  
Ysgol  
Maenofferen**YSGOL  
UWCHRADD  
TYWYN**Ysgol Dyffryn  
Dulas

Ysgol Pennal

Ysgol  
Penybryn  
Ysgol Craig y  
Deryn**YSGOL Y  
BERWYN**Ysgol Bro  
TegidYsgol O M  
EdwardsYsgol Bro  
Tryweryn  
Ysgol Ffridd  
y Llyn  
Ysgol Beuno  
Sant**YSGOL  
ARDUDWY**Ysgol y  
TraethYsgol  
Dyffryn  
ArduwyYsgol  
LlanbedrYsgol y  
GarregYsgol  
Talsarnau  
Ysgol Tan y  
CastellYsgol Cefn  
Coch**Ysgol  
Hafod Lon**