



Application Pack

School Improvement Partner (Welsh)

Education Achievement Service (EAS)

Date: April 2023

Dear Applicant

Are you looking to make a difference? Working with the EAS gives you the opportunity not only to develop your career, but also to make a difference in young people's lives.

An exciting opportunity has arisen for a part time fixed term Welsh Medium School Improvement Partner at the South East Wales Education Achievement Service (EAS).

This pack provides you with information on the role and responsibilities and details about the application process.

The information provided is designed to help you participate fully in the selection and appointment process, and to assist you in providing the information we need to understand how you meet the requirements of the role. After reading the information, we hope you will feel encouraged to apply.

If you would like to discuss any aspect of the role please contact Jonathan Keohane on 07904 644902 or via email on jonathan.keohane@sewaleseas.org.uk

Yours sincerely

Education Achievement Service

About the Education Achievement Service for South East Wales

Regional Context

The EAS is the school improvement service for the five local authorities (LAs) in South East Wales (Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen). The EAS is a not for profit company limited by guarantee. It is owned by the five councils who each nominate a Director for the Company Board.

A centralised model of service delivery has been adopted across the South East Wales region and this has enabled efficiencies to be realised, economies of scale to be secured, particularly in relation to avoiding duplication of functions and the ability to secure a range of educational expertise within the region. The talent and expertise that resides in schools within and beyond the region is incentivised and used effectively to support professional learning and school improvement activity.



Key regional facts and figures

- The number of pupils of compulsory school age within the region in 2021 was **73,324**. This represents **19.3%** of all pupils in Wales.
- There are **21** Welsh medium primary schools, **3** Welsh medium secondary, **17** Roman Catholic and **11** Church in Wales schools within the region.
- The percentage of pupils of compulsory school age who are eligible for free school meals (FSM) is **24.8%**. This level of eligibility is the second highest of the four regional consortia with Central South Consortium highest with **25.1%** (PLASC, 2021).
- In the region, **10%** of people aged three and over say that they can speak Welsh compared to the Wales average of 19% (2011 Census, ONS).
- The percentage of pupils aged 5 or over from an ethnic minority background is **11.8%**.
- Based on local authority reported numbers (March 2021), **847** children in the region are looked after (LAC) by a local authority and attend a school in the region. An additional 54 Looked After Children are educated in schools in England. (This data is no longer collected in PLASC).



Our vision and values underpin everything we do in our day-to-day practices and interactions with our key partners, the wider educational community, and our staff.

Our Vision

Supporting and enabling schools and education settings to thrive as effective learning organisations, learning from each other and the wider educational community.

Our Core Values



Integrity: Doing what is right and delivering what we promise by providing a high support and high challenge environment.



Innovation: We promise an innovative culture and attitude. We will challenge and aim for excellence in all we do.



Collaboration: We value everyone and work together to achieve our vision.



Our offer to you

We are a Gold accredited Investors in People organisation. We know that our success depends largely upon the commitment, energy and enthusiasm of the people working here. That's why we strive to provide excellent working conditions and policies for our staff. As well as a fair and competitive salary and a variety of professional learning opportunities, there are many other benefits to which EAS employees may be entitled, such as generous leave, local government pension scheme and secondment opportunities. There are opportunities to progress whilst working in a dynamic, fair and flexible environment.

What we offer:

Competitive salaries: We offer competitive and transparent salaries that reward the hard work of our staff. We are a Living Wage employer. Salaries are aligned to either Local Government terms and conditions or the Soulbury terms and conditions depending on job role, allowing for annual pay progression in line with the relevant pay scale and with national pay awards applied.

Annual leave: We offer generous annual leave in addition to the statutory eight bank holidays per year and an additional 3 extra statutory days between Christmas and New Year. Annual leave is calculated according to your length of service:

- up to 5 years continuous local government service: 25 days
- after 5 years continuous local government service: 30 days
- after 10 years continuous local government service: 33 days

Flexible working arrangements: We are committed to helping our employees achieve work/life balance whilst still be responsive to meeting changing needs of the service. We operate flexible working policies and many employees benefit from flexible and agile working arrangements such as hybrid working and a flexible approach to working hours.

Excellent Local Government Pension Scheme: New employees are automatically enrolled into the Local Government Pension Scheme. Contributions range from 5.5% to 12.5% of pensionable pay based on earnings, which are deducted from your salary before tax. If you are transferring from another local government employer your service will be aggregated. A new employee may also be able to transfer their benefits from other schemes.

You have the right to opt out of the pension scheme if you do not wish to be a member.

Access to continuous professional development: We offer a range of professional learning for our staff and the emphasis on development ensures that team members are equipped with the skills needed to do develop within their roles and beyond. The EAS offers tailored professional learning to develop staff. All new members of staff receive an induction and

regular performance development reviews enabling them to identify professional development needs.

Local government service: If an employee has previous continuous service with an organisation covered by the Redundancy Payments (Continuity of Employment in Local Government) Modification Order 1999 this will be included in calculating the entitlement to:

- annual leave
- occupational sickness scheme
- occupational maternity scheme
- maternity support scheme
- adoption leave
- redundancy payment

Employee benefits: We offer a range of benefits for employees including:

- Vectis – a benefits website that includes online discounts and vouchers
- Tusker car lease scheme (salary sacrifice)

Employee wellbeing: We offer a range of mechanisms to support employee wellbeing:

- Free access to confidential advice and support 24 hours a day, 365 days a year. Information and advice in relation to family, personal, debt or workplace issues can be given by telephone or online.
- Counselling service
- Occupational health service
- Free eye tests to any employee who uses display screen equipment as a significant part of their normal work.
- We have a staff wellbeing focus group made up of representatives from across the organisation

We are an equal opportunity employer with policies and practices that ensure no person is discriminated against for reasons of race, gender, disability, sexual orientation, pregnancy or maternity, religion or belief, age, gender reassignment, or marriage and civil partnership.

School Improvement Partner



JOB DESCRIPTION

POST IDENTIFICATION

Post Title:	School Improvement Partner (Welsh Medium)
Salary:	Soulbury 17 to 20 (23 inclusive of SPAs)
Location:	Tredomen Gateway, Ystrad Mynach, but will be required to work and travel across the region.
Responsible to:	Principal School Improvement Partner

JOB PURPOSE

To lead on the Consortium's work relating to supporting schools, self-evaluation processes and their plans for improvement.

KEY RESULT AREAS

- Working closely with the Principal School Improvement partner to support communication between LA, schools and the EAS in relation to regional school improvement processes and approaches including support models, PL programme and supported self-evaluation activities.
- Provide feedback and advice to schools on their self-evaluation arrangements, their impact on improvement and on schools' capacity to improve.
- Be a professional partner in a number of schools' improvement activity, drawing on external expertise and experience.
- Work in partnership with the school, using the school's self-evaluation as a foundation to agree specific support the school needs, to identify practice worth sharing, and capacity to support others.

DETAILED TASK PROFILE

- Delivering the School Improvement Partner role to a group of schools within the region.
- Liaising directly and working closely with the Principal School Improvement Partners, including conducting supervision and induction of other School Improvement Partners.
- Supporting local authorities with headteacher and deputy headteacher recruitment.

- Participating in professional discussion with schools to support identification of school improvement priorities and support requirements
- Supporting schools to conduct accurate and robust self-evaluation processes leading to the identification of improvement priorities based on rigorous, enquiry-based approaches and supporting them to become a self-improving school.
- Work strategically with a range of partners to address areas of focus within the EAS Business Plan relating to school improvement.
- Supporting schools to develop effective improvement planning including grant planning.
- Providing and brokering effective support for schools aligned to their school improvement priorities utilising the regional support offer.
- Supporting school-to-school working via local, regional and national networks.
- Participating in Team Around the School Meetings for those schools requiring more intensive support.
- Promoting effective strategies to improve the quality of teaching and learning and leadership to secure improved provision and pupil outcomes.
- Contributing to and promoting the regional professional learning offer to ensure all leaders and practitioners are in receipt of effective PL, particularly around the curriculum for Wales agenda.
- Delivering aspects of the professional learning offer including leadership programmes for the realisation of the curriculum and Curriculum for Wales and a range of PL for Governors
- Attending Governing Body meetings where appropriate.
- Participating in professional learning and networking opportunities relevant to the role of School Improvement Partner.
- Ensuring schools understand and carry out their duties to safeguard children and young people in all aspects of their work.
- Supporting schools with all aspects of the reform agenda including support for Curriculum for Wales and ALN reform.
- Providing targeted support prior and following ESTYN inspections.
- Delivering activity to meet statutory and local requirements for Headteacher performance management and formal agreement of grant plans.
- Recording all support activity through the use of the Single Plan overview, Notes of Activity (NoAs) and supporting documentation.
- Working in partnership with the school and LA to support the monitoring and evaluation of its progress towards improvement priorities.
- Participating in regular supervision activity with the Principal School Improvement Partner to discuss progress towards named schools' improvement priorities.

GENERAL

- Will be required to work out of different office locations, to suit the requirements of the business.

- Will be required to work flexibly and vary working hours, to suit the requirements of the business.
- To carry out duties placed on employees by the Health and Safety at Work Act 1974.
- To comply with relevant aspects of the Wales Safeguarding Procedures, Welsh Language Measure (2011), Equality Impact Measures and to ensure compliance with the General Data Protection Regulations (GDPR).
- To work within the Company's policy and procedures in respect of safeguarding, equal opportunity and anti-discriminatory practices and to observe confidentiality in all aspects of work.
- To react positively and flexibly to change and to have a 'can do' attitude demonstrating a willingness to undertake training and development opportunities to improve skills.
- To undertake any other duties and/or times of work as may be reasonably required of you, commensurate with your grade or general level of responsibility within the organisation, at your place of work or based in any other establishment.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATION	<ul style="list-style-type: none"> ▪ Qualified Teacher Status or equivalent. ▪ Degree or equivalent. 	
KNOWLEDGE	<ul style="list-style-type: none"> ▪ Excellent knowledge in specified subject, phase or aspect. ▪ Excellent knowledge of the Welsh reform agenda and all current trends in education ▪ High quality self-evaluation skills. ▪ Ability to secure effective quality assurance of the service at all levels. ▪ Evidence of further professional development. ▪ Excellent knowledge of the requirements of the National Model for School Improvement. 	
SKILLS	<ul style="list-style-type: none"> ▪ Excellent leadership, motivational and management skills. ▪ Balancing complex and competing resource demands. ▪ Excellent communication skills, written and verbal. ▪ The ability to inspire and lead teams. ▪ Ability to effectively deliver and present to a range of audiences. ▪ Ability to work effectively across Local Authorities and with all identified stakeholders. ▪ High level of ICT literacy. ▪ Ability to articulate approaches that have led to improvement in pupil outcomes and improved standards of teaching and leadership at all levels. 	<ul style="list-style-type: none"> ▪

	<ul style="list-style-type: none"> ▪ Ability to accurately evaluate the work of others and provide appropriate and structured feedback. ▪ Ability to communicate in Welsh, both orally and in writing. 	
EXPERIENCE	<ul style="list-style-type: none"> ▪ Proven experience of appropriately supporting and challenging schools. ▪ Proven experience of leading and developing large, high performing teams in either a school, LA or regional consortium and of working effectively with stakeholders in a local and national political context. ▪ Significant experience of working in schools to raise standards, including proven experience as a Headteacher. ▪ Proven experience in raising attainment and levels of pupils' achievement through learning innovation. 	<ul style="list-style-type: none"> ▪ Local authority school improvement experience. ▪ Experiences of improvement work across a region or wider area.
OTHER	<ul style="list-style-type: none"> ▪ The ability to work flexibly across all authorities within the service area. ▪ Ability to travel across and throughout the five Local Authorities and other locations as required. ▪ The ability to work to deadlines in a pressurised and political environment. ▪ The personal capacity to deliver rigour in all aspects of service delivery in the interests of securing better outcomes for learners. ▪ The resilience to sustain the focus on improvement in the event of disengagement or resistance. 	

How to apply

If you are interested in applying for this position, please complete an application form and submit by e-mail to HR@SEWALESEAS.ORG.UK.

You are welcome to submit your application in English or in Welsh. Each application will be treated equally.

Closing Date: Friday 28 April 2023

Interviews: TBC

The Education Achievement Service is committed to safeguarding and promoting the welfare of young people. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

***Thank you for your interest,
we look forward to receiving your application.***

