



## Consultation on the Provision of Services for Minority Ethnic Learners

The Ethnic Minority Achievement Unit (EMAU) is a central local authority education service that supports provision for minority ethnic learners in schools, particularly those with English as an additional language (EAL). The service aims to raise standards for minority ethnic learners and to promote inclusion. The Unit has bilingual teaching assistants who work with individual pupils and specialist teachers who work with pupils and who train school staff to meet the needs of EAL learners and their families. Additionally, interpreting and translating services are provided.

In the past, the work of EMAU has been mainly funded by an annual Welsh Government grant and by small amounts of council funding. Funding has been reducing each year for a number of years. Most of the funding is spent on staff salaries. Therefore, as the funding has decreased the number of bilingual teaching assistants and specialist teachers working for the service has also decreased. However, during this time, demand for the service has increased because the number of minority ethnic and EAL learners in Swansea schools has continued to grow. The current central service model of providing support to pupils and schools is not matching the demand.

Welsh Government have expressed their view that support for minority ethnic learners should not be seen as additional and that previous grant funding arrangements are not sustainable. Local authorities are therefore encouraged to increase collaboration and partnership working in order to deliver services against a background of increased pressure on budgets.

From April 2018 the Welsh Government has removed grant funding for the service but has said it will provide some money to help the main urban authorities move to different ways of working. At this point, there is no clear picture of funding from April 2019 but it is predicted that funding will decrease significantly. In a recently circulated letter regarding this matter the Welsh Government has stated its intent to assist local authorities in preparing for the future delivery of support for minority ethnic pupils on a regional footing in Wales in line with the National Model for Regional Working.

### Facts and Figures

Over the last 4 years the amount of staff time to allocate out to schools has decreased by **45%**.

The Pupil Level Annual School Census (PLASC) in January 2017 for Swansea schools, covering pupils aged 3-19 years, identified:

- **5,338** minority ethnic learners (14.6% of pupil population)
- **4,220** EAL learners (11.8% of pupil population)
- **145** languages and dialects in addition to English and/or Welsh spoken

In March 2017 EMAU was supporting:

- **68** schools with referred EAL learners
- Around **2,345** EAL learners (some directly and some in partnership with schools)

- Around **330** pupils bilingually in **10** different languages

### Current Staffing Structure

Staffing Structure March 2018	Nos	FTE
Head of EMAU	1	1.0
Senior Team Leader (Secondary based)	1	1.0
Specialist teachers (6 Secondary/13 Primary)(incl. 4 Team Leaders)	19	14.8
Bilingual teaching assistants (BTAs) /interpreters (incl. 3 Team Leaders and 1 BTA employed by New Directions to cover Romanian speakers)	16	12.6
Data, administration and organisation officers (A&OA)	3	1.7
<b>Total</b>	<b>40</b>	<b>31.1</b>
<i>* In addition 3 BTAs (3 fte) are employed via SRP (Syrian Resettlement Programme) funding and are currently managed by the Head of EMAU but funding is held in Poverty and Prevention.</i>		

Costs	2018 – 19
BTA and A&OA Salaries (plus on-costs)	£298,800
Teacher salaries (plus on-costs)	£863,300
Additional hours	£3,000
Pensions	£9,800
Insurance liability	£5,100
Car allowances	£3,000
Phone charges	£3,000
<b>Total</b>	<b>£1,186,000</b>

### What does the Council propose to do?

- Work with the Welsh Government regarding proposals for regional working and service delivery.
- Operate a central service that it is sustainable in the future.
- Move to a model of a small central advisory service that supports all schools to ensure that minority ethnic learners are included in schools and their local communities and are able to achieve their potential (see preferred option below).
- Devolve available, additional Welsh Government funding for minority ethnic learners to schools, via a formula.
- Transfer management of BTAs funded by the Syrian Resettlement Programme to Poverty and Prevention.

## Preferred Delivery Model

The proposed future model is to deliver a central advisory service consisting of a lead specialist and two performance specialists/advisers. Any remaining funding would be devolved to schools. It is anticipated that staff would move to Soulbury, Education Improvement Professionals (EIP) terms and conditions.

The aim of the future delivery model would be to ensure that minority ethnic learners are included in schools and their local communities and are able to achieve their potential. The model of service delivery would:

- Focus on school improvement and capacity building and move away from pupil support being provided centrally.
- Enable the progress and achievements of minority ethnic learners to be monitored and evaluated.
- Promote school-to-school support and sharing of best practice.
- Improve the knowledge and skills of the school-based workforce to support minority ethnic learners to achieve to their potential.
- Develop the capacity of schools to embrace diversity, pro-actively include minority ethnic learners and engage with their parents/carers
- Develop schools capacity to enable minority ethnic learners to have a voice.

The future delivery model will provide:

- Support for schools to self-evaluate provision for minority ethnic/EAL learners and develop action plans.
- Guidance documents and resources.
- A menu of support and central training courses.
- Identification of best practice and facilitation of school-to-school support
- Facilitation of EAL co-coordinator networks.
- Moderation of the annual EAL Needs Survey for Pupil Level Annual School Census (PLASC).

It is anticipated that any funding provided by Welsh Government for minority ethnic pupils over that required to meet the costs of the central service would be devolved to schools. Funding would be ring fenced to use for minority ethnic learners. A nominal amount would be distributed to all schools for capacity building and translation services with remaining funding allocated via a formula that takes into account EAL learner numbers, key stages and stages of EAL acquisition.

The proposed staffing structure and costs are shown in the tables below:

<b>Proposed Staffing Structure</b>	<b>FTE</b>
Lead Specialist (Soulbury EIP scale, range 8 - 11, plus 3 SPA points)	1.0
Performance Specialists (Soulbury EIP scale, 3 – 6, plus 3 SPA points)	2.0
<b>Total FTEs</b>	<b>3.0</b>

<b>Cost</b>	<b>£</b>
Staff salaries (including 35.5% on-costs)	£185,840
Pensions	£9,800
Insurance liability	£5,100
Car allowances	£3,000
Phone charges	£1,000
<b>Total</b>	<b>£204,740</b>

## Previously Considered Options

In addition to the preferred option of the small central advisory service, other options were originally put forward. A key factor in decisions to discard options was the sustainability principle embedded in the Well-being of Future Generations Act (Wales) 2015.

- Retain all of the funding in the local authority to deliver a smaller, transformed central service with a greater focus on school improvement and less of a focus on pupil support than the current central service model. *In the context of decreasing funding this would not be affordable beyond April 2019, and does not give any flexibility to schools to develop their own provision.*
- Retain around half of the funding to deliver a central advisory service and give half of the funding to schools. *In the context of decreasing funding this is likely not to be affordable in the future either necessitating further restructures or reducing the flexibility to give funding to schools.*
- Give all of the funding to schools. *There would be no ability in the local authority to support and train schools or to secure consistency and appropriateness of provision for minority ethnic/EAL learners.*

The Council is consulting on its preferred option but also welcomes any comments on the discarded options.

## Equality Impact Assessment

An Equality Impact Assessment (EIA) has been produced. This has shown that the proposal will have a positive impact on children and young people because of the focus on increasing the capacity of all schools to value diversity and on fostering strong and positive relationships between people from different backgrounds. The EIA is a 'living' document and will be amended throughout the consultation and implementation process. If you require a copy of the current EIA please contact [education@swansea.gov.uk](mailto:education@swansea.gov.uk) or visit our website: [www.swansea.gov.uk/emaconsultation](http://www.swansea.gov.uk/emaconsultation)

**We want to understand how these proposals affect you and gather your views to allow us to shape these proposals and agree the way forward:**

- You can make comments at the following consultation meetings:

Headteachers: 10 May 2018, 9:00 am – 12:00 pm Canolfan Gorseinon

Parents: April/May 2018 4pm to 6pm, venue to be confirmed.

Learners: Via school councils and the Pupil Voice Forum on 09 May 2018, 4 pm – 6 pm, venue to be confirmed.

- You can complete the online questionnaire that is available here: [www.swansea.gov.uk/emaconsultation](http://www.swansea.gov.uk/emaconsultation)

- You can complete the attached proforma and send it:

FAO: Mr Rhodri Jones  
Education Department  
City & County of Swansea  
Civic Centre  
Oystermouth Road  
Swansea  
SA1 3SN

- All comments must be received by no later than 11 May 2018 5 pm
- The consultation has been translated into the ten main languages spoken by our learners and their families. Where possible we will facilitate requests for other languages.

## Your Response to this Consultation

Please complete the information below:

	I agree with the proposal	I disagree with the proposal	I neither agree nor disagree with this proposal
Devolve available, additional Welsh Government funding to schools, for minority ethnic learners, via a formula.			
Move to a model of a small central advisory service that supports all schools to ensure that minority ethnic learners are included and achieve to their potential			

If you would like to make any specific comments on the proposal, please do so below in a language of your choice. Should you wish to make a verbal submission in please submit an MP3 sound file to [education@swansea.gov.uk](mailto:education@swansea.gov.uk).

Please return:

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