

Appendix C

Leadership Consultation Responses

9 responses were received:

Caldicot Governing Body
Cantref Headteacher
Chepstow Governing Body
Directorate Management Team
King Henry VIII 3 - 19 Governing Body
Monmouth Governing Body
Monmouth Headteacher
Osbaston Headteacher
Performance and Overview Select Committee

Eight agreed and there was one object from Chepstow.

The following comments were made:

Performance and Overview Committee:

- *A member asked how the King Henry VIII primary phase budget relates to other primaries in Monmouthshire. The officer explained that the funding for the King Henry VIII primary phase is equivalent to that of other primary schools of similar size in Monmouthshire. The head teacher and governing body are responsible for structuring the leadership team. While the funding is the same, potential savings could come from not needing two head teachers, as the school can look at its structure to identify any possible savings.*
- *A member asked about the measures being put in place to ensure that reductions in leadership resources at Chepstow School do not disproportionately impact vulnerable groups, including pupils with disabilities and those from disadvantaged backgrounds. It was explained that transitional funding has been put in place to ensure a staged process into the reduced funding. Chepstow School is looking at ways to support their learners more cost-effectively. The school currently has the largest leadership group among the four secondary schools, and they are working on restructuring to manage the funding changes.*
- *A question was asked about how the long-term effect of these changes on outcomes is monitored, especially in Chepstow where funding is significantly reduced. The officer stated that the financial aspects of the funding changes will be closely monitored, and the educational outcomes will be overseen by the school improvement team within the Directorate. They will work together to understand the impact of the funding changes and ensure that standards are maintained.*
- *It was further asked about plans to address the potential risk of leadership burnout, particularly in the light of schools' reduced funding. It was mentioned that leadership burnout is a concern that is frequently discussed with employee services. The impact of the funding changes on leadership burnout is not expected to be direct, but it will be monitored through regular discussions and sickness statistics. A member noted that burnout isn't confined to leadership but applies to classroom teachers as well.*

Chair's Summary:

The Chair thanked the Cabinet Member and officers. The report was moved
Chepstow Governing Body:

We would strongly disagree as Chepstow School is being seriously disadvantaged by the current proposal due to it having lower numbers. Based on the proposed funding formula, it will mean a detriment of £77,711, whilst other secondary schools gain in terms of funding.

Pupil numbers should not be a prerequisite for leadership funding due to the fact that the same leadership roles and responsibilities are applicable across all secondary provision and, to provide high quality provision and standards, you need the capacity to fulfil these responsibilities.

Chepstow School are already facing a significant deficit budget and potential leadership restructure due to an inequity of funding (some areas linked to pupil transfers, inclusion etc) and by introducing this funding formula, this would place further pressure on the school resources. The funding proposed would only cover a HT post (L31) and DHT (L21).

The Headteacher has looked at similar sized schools in terms of pupil numbers and as a bare minimum, we are proposing that the school needs to be funded for a HT (L31), 1 x DHT (L21) and 2 x AHT (L14). Additional funding could be allocated to schools over a specific number and who may require more capacity in terms of Deputy and Assistant Headteachers. We have previously requested a review of all funding that is allocated to secondary schools and this would include equity in terms of funding for leadership (even considering the size of the school).