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Academi Genedlaethol ar gyfer  
Arweinyddiaeth Addysgol Cymru  
National Academy for  
Educational Leadership Wales

Tackling the Impact of Poverty on Attainment

# Attainment Champions

# Pilot Extension

Invitation to Express an Interest

[agaa.cymru](http://agaa.cymru) | [nael.cymru](http://nael.cymru)



Ariennir gan  
**Lywodraeth Cymru**  
Funded by  
**Welsh Government**

## Invitation to express an interest to be part of a National Pilot to further develop your knowledge and confidence in addressing the impact of poverty on attainment, supported by peer-to-peer partnership from an attainment champion.

### Background

In his oral statement ([Oral Statement](#)) in March 2022, and in his speech to the Bevan Foundation ([Bevan Foundation](#)) in June 2022, the then Minister for Education and Welsh Language, Jeremy Miles MS, announced that as part of the high priority he is placing on tackling the impact of poverty on attainment that he would identify a small group of leaders to work as Attainment Champions.

As a result, the Welsh Government established a pilot project in 2022/23 to harness the capacity that exists within our schools and amongst school leaders who have achieved sustained success in this area to support other leaders who are at an earlier stage of the journey. This pilot enabled us to test how we can build this collaboration as part of a self-improving school system and is a key development within Objective 4 (High quality Teaching and Leadership) of '[Our National Mission : High standards and Aspirations for All](#)'.

The evaluation of this initial pilot phase completed in Autumn 2023 recommended both the extension and the expansion of this pilot to further evaluate the work of the Attainment Champions and the schools working in partnership with them.

This, therefore, presents a unique, high profile and exciting opportunity for school leaders to participate in this major policy area.

This pilot project will enable participating schools to :

- Benefit from bespoke Peer to Peer support through coaching and mentoring with a particular focus on tackling the impact of poverty on attainment. Each partnership will determine their own approach to meet the specific needs of the schools involved.

- Inform policy by attending round table discussions with the Cabinet Secretary for Education and her officials, providing insights on their experience and lessons learnt from the pilot to inform future policy and practice.
- Advocate through an outward facing role, working with and through the broad range of networks across Wales, to ensure that the whole educational system understands the purpose of the pilot and the Minister's priority to tackle the impact of poverty on attainment.

## Participating Schools - Pilot

The National Academy for Educational Leadership is recruiting schools to take part in a twelve-month extension to this national pilot for the duration of the 2024/25 academic year. Schools selected for participation will have knowledge and experience of the impact of poverty on the attainment of their learners.

Headteachers of the participating schools will work collaboratively with an Attainment Champion in one of five small networks of up to 3 schools. Each school will be provided with peer-to-peer support from within the network who will have experience of sustained improvement in supporting learners from lower-income households.

Headteachers of the participating schools and Attainment Champions will collaborate to develop knowledge and confidence in addressing the impact of poverty on attainment and, through the pilot, start to build a shared community of practice across Wales.

As part of the evaluation of the pilot, you, along with Attainment Champions, middle tier organisations and key partners will be asked to provide feedback on your work.

The pilot will see peer to peer support in action and is focussed on what we can learn about this approach to inform future policy and practice.

The recruitment process will open on 20<sup>th</sup> May 2024, with expressions of interest invited by 24<sup>th</sup> June. The pilot will start on 1<sup>st</sup> September 2024 and run for the duration of the academic year 2024/25. We aim to complete evaluation of the pilot by the end of August 2025.

## Time commitment

The expected time commitment required to be part of the pilot will vary across weeks and according to the school context but is expected to be approximately equivalent to five days a month for the twelve months of the pilot.

The National Academy for Educational Leadership will provide a contribution to the releasing employer of £12,000 for the twelve-month pilot.

## Participation Criteria

For this national pilot, we are selecting schools from a range of settings across Wales including **Special, Primary, Secondary, Welsh medium, Rural, Costal, Urban and All-age schools.**

Schools are invited to consider how far they meet the participation criteria below :

- The school has a significant proportion of learners who are impacted by poverty.
- The school has identified addressing the impact of poverty on attainment as a priority.
- The school is committed to working collaboratively and would welcome the opportunity for peer to peer support to develop knowledge and confidence to address the impact of poverty on attainment.
- The headteacher will be interested in working across the wider system by actively engaging in starting to build a shared community of practice across Wales alongside the Attainment Champions.
- The school is committed to providing feedback on the work, and will have a proven track record of effectively evaluating elements of its existing improvement journey.

## Expression of Interest Process

### Those interested in participating will:

1. Be required to have their expression of interest endorsed by their Chair of Governors
2. Provide a statement (no more than 1000 words) identifying how they meet the **participation criteria** above. Please note that this statement will provide the sole basis for the selection of participating schools.

Your expression of interest will be assessed by a panel selected from National Academy for Educational Leadership staff, Welsh Government and peers.

Successful schools will be informed in writing by 12<sup>th</sup> July 2024

We welcome applications from schools who can demonstrate their capability to work in either English or Welsh.

## Support and Guidance

Support and guidance for the participating schools will be provided by the appointed National Academy for Educational Leadership project lead.

Participating schools will have the opportunity for regular reflection and a professional conversation with the appointed project lead.

## End of participation

A school's participation will end after the twelve months pilot has concluded.

Participation can also end with 1 months' notice at any point by the school or by the National Academy for Educational Leadership. In exceptional circumstances the National Academy for Educational Leadership reserves the right to end participation immediately.

## Timeline Summary

<p>EOI process opens</p> <ul style="list-style-type: none"> <li>• Advertised on National Academy for Educational Website and social media channels</li> <li>• Advertised via stakeholder websites / newsletters / social media channels</li> <li>• Advertised via WG newsletter and social media channels</li> </ul>	<p>Date:</p> <p>20<sup>th</sup> May 2024</p>
Expression of Interest process closes	24 <sup>th</sup> June 2024
Panel Meets	w/b 1 <sup>st</sup> July 2024
Schools informed of the outcome from the selection panel	12 <sup>th</sup> July 2024
Pilot Starts	1 <sup>st</sup> September 2024

To express an interest please send your EOI to [post@agaa.cymru](mailto:post@agaa.cymru).

For further information regarding the above, please contact Mark Isherwood at [post@agaa.cymru](mailto:post@agaa.cymru)



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