

REQUEST FOR QUOTATION: Review of Leadership in Post- compulsory Education and Training (PCET)

January 2022

Colegau Cymru
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1. Company Information

Company Name	Colleges Wales / Colegau Cymru Limited (Parent company of Fforwm Services Limited)
Company Number	2832103
Charity Number	1060182
Subsidiary Company	Fforwm Services Limited
Subsidiary Company Number	3066192
VAT Number	655 9801 02
Registered Office and operational address	Unit 7, Cae Gwyrdd Greenmeadow Springs Tongwynlais Cardiff CF14 7TE
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2. Background

ColegauCymru is an education charity which promotes the public benefit of further education in Wales. We believe that all learners have the right to world-class education, delivered in a safe, diverse and inclusive setting and within a sector which supports the wider community, employers and the economy.

We also convene the Further Education Principals' Forum, which represents the interests of further education (FE) providers.

We undertake research and policy development and provide practical support to the FE community. Working closely with Welsh Government, their agencies, and other stakeholders, we help shape policies affecting the FE sector, their learners and staff.

ColegauCymru is the first point of contact for further education in Wales.

Fforwm Services Limited is a private limited company and wholly owned subsidiary of CollegesWales. It is a platform through which commercial, income-generating activity is channelled, and which allows us to facilitate sector-specific events, training and conferences.

3. Rationale

3.1 With grant funding from the National Academy for Educational Leadership (NAEL), ColegauCymru is leading a new project to review leadership in the Post-compulsory Education and Training (PCET) sector.

3.2 The National Academy for Educational Leadership Wales was established in 2018, under the Companies Act 2006. As an arm's length body, its primary role is to fulfil its responsibilities set within the context of the Welsh Government's strategic aims.

3.3 The main purpose of the NAEL is to:

- Contribute to the development of the professional capabilities of current and aspiring leaders across the education system by providing coherence and quality assurance for the range of educational leadership development opportunities available in Wales
- Act as a thought leader; developing, articulating and implementing a vision and strategy for educational leadership in Wales

- To be a respected and active member of the education middle tier, the first point of contact for the educational workforce regarding leadership matters.
- 3.4 ColegauCymru is working in partnership with the Leadership Academy to identify a suitable contractor with knowledge of the PCET sector in Wales to undertake a detailed review of leadership in the sector and to provide a series of independent recommendations for policy-makers and organisations.

4. The Research

- 4.1 The purpose of the review is to generate a clear picture of the current state of educational leadership within the post-16 sector; and to make a series of evidence-based recommendations that can inform how the Leadership Academy and its partners develop a strategic approach to supporting leaders and leadership development in PCET during the period of its next remit (up to 2026).
- 4.2 ColegauCymru invites proposals from organisations that will undertake the study to provide insight on:
- i. The size and characteristics of the leadership population in post-16 (including: an analysis of role types; years of experience by role type; route(s) into leadership; statistics on gender, ethnic background, Welsh language proficiency etc.; qualifications etc.
 - ii. Recruitment, retention, talent management and succession planning
 - iii. The nature of the current professional learning 'offer' to leaders – and what is needed
 - iv. Barriers (real and perceived) to entering leadership roles, progressing through to senior leadership, and staying in leadership roles
 - v. Leaders' experience of their own and others' wellbeing

5. Requirements

- 5.1 The supplier is expected to undertake research that will fulfil the headings in Section 4. The supplier should submit the work to ColegauCymru in the form of a final report of approximately 12,000 words. We require the final report to be a bilingual MS Word document, 1 copy in Welsh and 1 in English to comply with the ColegauCymru Welsh Language Scheme. We adopt the principle in the conduct of our public business in Wales that we will not treat the Welsh language less favourably than the English language. A copy of our scheme is available on our website.

- 5.2 The work is expected to start on 21 February 2022 with a draft report to be completed by 30 June 2022 and the final report by 27 July 2022.
- 5.3 The expected methodology will include a mixed methods approach utilising existing quantitative data sets (those published and those held by individual institutions) and qualitative data (through new semi-structured interviews and/or focus groups with (current, past and prospective) leaders from the sector). The latter will add evidence that reveals leaders' attitudes and details their real experiences. Quantitative data will be representative of the sector and qualitative data will be gathered from the broadest possible range of contributors (taking account of the diverse nature of the sector).
- 5.4 The proposed dates for monitoring and project updates are detailed below and will be confirmed at the project initiation meeting:

Meeting	Date
Project Initiation	21 February 2022
Draft final report meeting	30 June 2022
Final report meeting	27 July 2022

- 5.5 Suppliers are expected, as part of their application, to declare any relationship or association with a person or persons who are a significant employee, elected or nominated, in the institutions falling within the scope of the survey.
- 5.6 The supplier is expected to complete a pricing schedule which is inclusive of VAT. The maximum budget available for this work is £18,000 including any applicable VAT.

6. Use of findings

- 6.1 Once the research has been completed, the document will be used to provide feedback to the ColegauCymru Board and the Principals' Forum.
- 6.2 The report will include a series of recommendations, including for Welsh Government, the National Academy for Educational Leadership and its partners, and educational organisations.
- 6.3 The research should be in a format that could be published as a standalone report document.

7. Timescale

7.1 The timescales are as follows:

Date	Activity
31 January 2022	ColegauCymru to provide an invitation to quote to selected organisations and share on its website
14 February 2022	Proposals submitted to ColegauCymru / Fforwm Services Limited
17 February 2022	Successful organisation notified and contracting is undertaken
21 February 2022	Start of project
15 July 2022	Presentation of draft report and recommendations to ColegauCymru and the Leadership Academy
27 July 2022	Final report shared with the Leadership Academy and ColegauCymru

Proposals should be submitted by email to kelly.edwards@colegaucymru.ac.uk by **5.00pm on Monday 14 February 2022**. The project team welcomes queries regarding this quotation up to Monday 7 February 2022. No correspondence or queries will be addressed during the period in which a contract decision is being made.