



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

Setting up a Hub



The critical action initially was to get very clear lines of communication established quickly with all staff. We set up the following new structures in school:

- A communication team responsible for all tweets, website, and social media feeds to the parents and community.
- A curriculum team for quality assuring and uploading curriculum materials to HWB and school- based platforms.
- The three initial hubs drafted a simple guide based on safety, organisational plans and working and expectations of running a hub remotely with associated infrastructure available for other head teachers (when I was not there in Ysgol Pen Rhos.) For example passwords for wi-fi and available school laptops

Meet our Associates

Joe Cudd is the Headteacher at Ysgol Pen Rhos in Carmarthenshire. Joe has led two multi-million pound transformational new school builds in Llanelli over the last 10 years.

His second headship is a £12 million dual stream school; Ysgol Pen Rhos. The school has 420 pupils on roll with a 60 pupil pre-school flying start nursery. He has recently submitted a Doctorate in Business Administration.

- We established a well-being/ALN team to check in weekly via phone the identified vulnerable learners
- The final team was the operational team who determined the way the hub would function with clear advice from the LA.

We applied the principle of the 10th Man in these discussions, (the 10th man discipline is one where the group intentionally appoints at least one person to serve as the loyal dissenter) if as a team we agreed a process or protocol then an SLT lead would take a conflicting approach, so that all alternatives could be considered. This proved invaluable as the quick pace of change in the outbreak hastened and it created collective efficacy in our ability to cope.

The first week was relatively smooth with a lot of goodwill and hard work from many people in the school community in Llanelli. The challenge to come is more demand with a reduced pool of staff as Covid-19 takes hold. The LA produced a detailed HUB management Protocol V11 that is the bible for us to use operationally. There is no 10th man in it that is up to us daily to apply the principle in our community as this outbreak intensifies.