

Gwerthusiad o PQASSO i Gymru – Prif Ganfyddiadau

Evaluation of PQASSO for Wales - Key Findings

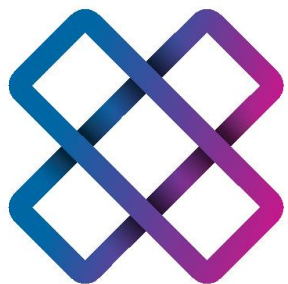
Heledd Bebb

March 21 Mawrth 2019



Outline of presentation

/ Amlinelliad o'r cyflwyniad



- Review aims
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PQASSO for
Wales
/
PQASSO i
Gymru

PQASSO (now Trusted Charity) is a leading quality standard developed for, and by, third sector organisations. Organisations implement PQASSO through a self-assessment process, against indicators, looking at eleven quality areas covering all aspects of the organisation's governance, planning, leadership and management, financial management.

Mae PQASSO yn safon ansawdd flaenllaw a ddatblygwyd ar gyfer a chan sefydliadau trydydd sector. Mae sefydliadau'n gweithredu PQASSO trwy broses hunan-asesu, yn erbyn dangosyddion, gan edrych ar un ar ddeg o feysydd ansawdd sy'n cwmpasu pob agwedd ar lywodraethu, cynllunio, arweinyddiaeth a rheolaeth y sefydliad a rheoli ariannol.



PQASSO for Wales Objectives

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Amcanion PQASSO i Gymru

- adapt the existing PQASSO product for organisations operating in Wales
- recruit Mentors to support organisations implementing PQASSO
- develop guidance for a PQASSO Quality Mark in Wales
- recruit Peer Assessors in Wales to carry out reviews of organisations against the PQASSO Quality Mark
- develop a bursary fund for small and hard-to-reach organisations
- launch PQASSO Essentials pilot – a ‘light touch’, initial self-assessment based around 10 key questions.
- addasu cynnyrch PQASSO presennol ar gyfer sefydliadau sy'n gweithredu yng Nghymru
- recriwtio Mentoriaid i gefnogi sefydliadau sy'n gweithredu PQASSO
- datblygu canllawiau ar gyfer Marc Ansawdd PQASSO yng Nghymru
- recriwtio Aseswyr yng Nghymru i gynnal adolygiadau o sefydliadau yn erbyn Marc Ansawdd PQASSO
- datblygu cronfa bwrsariaethau ar gyfer sefydliadau bach / anodd eu cyrraedd
- lansio prosiect pecyn peilot Hanfodion PQASSO - hunan-asesiad cychwynnol ‘ysgafn’ yn seiliedig ar 10 cwestiwn allweddol



Review aims



Amcanion yr adolygiad

To identify the effectiveness of key aspects of the PQASSO for Wales project:

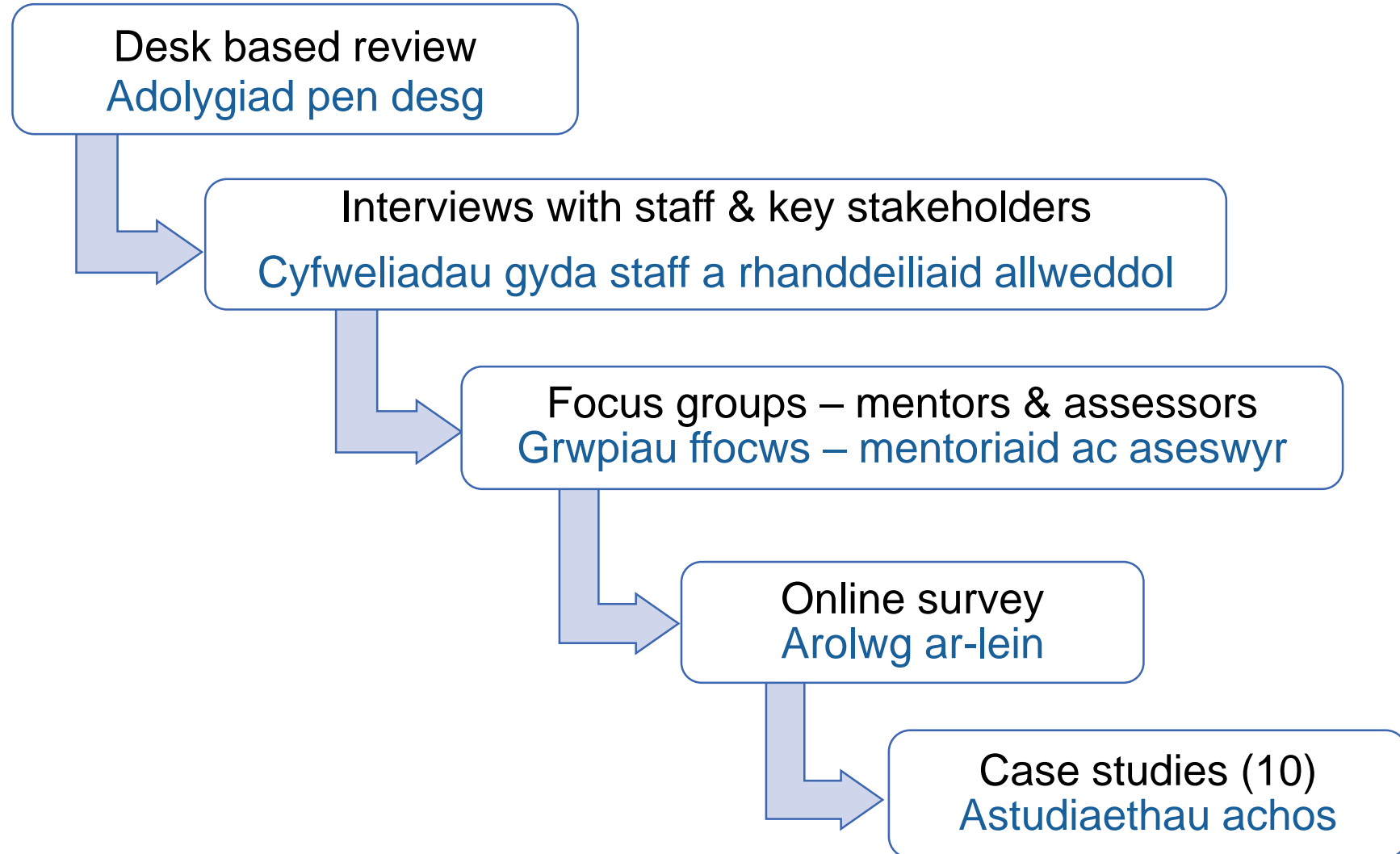
- **Outcome 1** – A sustainable performance quality management system and an accredited Quality Mark designed for third sector organisations is established in Wales
- **Outcome 2** – Stronger third sector organisations are better equipped to achieve their goals and make a positive impact to communities across Wales
- **Outcome 3** – The third sector is more aware of the requirements of good governance and its importance to operational effectiveness

Nodi effeithiolrwydd agweddau allweddol ar brosiect PQASSO i Gymru:

- **Deilliant 1** – System rheoli ansawdd perfformiad gynaliadwy a Marc Ansawdd achrededig ar gyfer sefydliadau trydydd sector wedi'i sefydlu yng Nghymru
- **Deilliant 2** - Sefydliadau trydydd sector cryfach mewn gwell sefyllfa i gyflawni eu nodau a gwneud effaith gadarnhaol ar gymunedau ledled Cymru
- **Deilliant 3** - Trydydd sector yn fwy ymwybodol o ofynion llywodraethu da a'i bwysigrwydd i effeithiolrwydd gweithredol

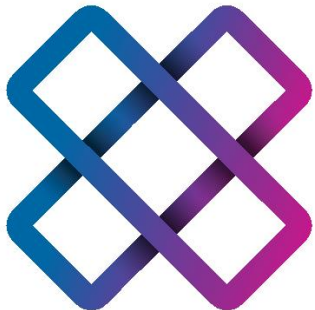


Method
/
Dull



Key findings / Prif ganfyddiadau

- Sound rationale: clear message of need from funders at outset in an increasingly competitive funding environment
- 125 supported organisations
- Management highly praised – ‘engaging’ and ‘professional’ Wales based officer
- Lack of ‘capacity’ and ‘time’ were main challenges to implementing PQASSO
- Effective use of mentor helped organisations during implementation
- Rhesymeg gadarn: neges glir o angen gan gyllidwyr ar y dechrau mewn amgylchedd cyllido cynyddol gystadleuol
- 125 o sefydliadau wedi eu cefnogi
- Canmol uchel i reolaeth y cynllun ‘ymgysylltu effeithiol’ a ‘phroffesiynol’ gan y swyddog yng Nghymru
- Diffyg 'gallu' ac 'amser' oedd y prif heriau o ran gweithredu PQASSO
- Defnydd effeithiol o fentor wedi helpu sefydliadau i weithredu



Key findings
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Prif ganfyddiadau

- Buy-in of CEO/key senior people
- Appointing a dedicated champion on the Board - link between implementation and strategic decision making
- Identifying a dedicated individual to drive implementation at delivery level
- On-line tools enable a more collaborative approach
- Innovative 'cluster' or network approach in conjunction with funder proved to be a very successful approach – to be replicated?
- Arweiniad gan y PW/uwch reolwyr allweddol
- Penodi hyrwyddwr penodol ar y Bwrdd - cyswllt rhwng gweithredu a gwneud penderfyniadau strategol
- Adnabod unigolyn penodol i yrru'r gwaith ar lefel weithredol
- Adnoddau ar-lein yn hwyluso dull mwy cydweithredol
- Dull 'clwstwr' neu rwydwaith arloesol ar y cyd â'r cyllidwr wedi bod yn ddull llwyddiannus iawn o weithredu – i'w efelychu?



Key Findings:
Impact /
Prif ganfyddiadau:
Effaith



- increased number of organisations holding PQASSO Quality Mark
- improved practices and procedures
- better recording of planning and strategy decision making
- clearer and improved governance arrangements
- raised confidence amongst staff and management team
- improved standards in relation to recruitment and supporting trustees
- increased awareness of the need to demonstrate quality assurance across the sector
- two externalities: change of policy priority & difficult financial climate
- nifer cynyddol o sefydliadau yn dal marc ansawdd PQASSO
- gwell arferion a gweithdrefnau
- cofnodi penderfyniadau cynllunio a strategaeth
- trefniadau llywodraethu cliriach a gwell
- magu hyder ymysg staff a thîm rheoli
- gwella safonau mewn perthynas â recriwtio a chefnogi ymddiriedolwyr
- ymwybyddiaeth gynyddol o'r angen i ddangos sicrwydd ansawdd ar draws y sector
- Dau allanolyn: newid blaenoriaeth polisi & hinsawdd ariannol anodd

Recommendations

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Argymhellion



Recommendation:

Close relationships need to be forged and maintained with funders and commissioners, with clearer and more consistent messages to the third sector on quality assurance requirements. It is difficult for a project of this nature to achieve its outcomes when the policy context changes or doesn't materialise as expected

Argymhelliad:

Mae angen meithrin perthnasoedd agos a'u cynnal gyda chyllidwyr a chomisiynwyr, gyda negeseuon cliriach a mwy cyson i'r trydydd sector ar ofynion sicrhau ansawdd. Mae'n anodd i brosiect o'r math hwn gyflawni ei ganlyniadau pan fydd y cyd-destun polisi yn newid neu'n methu â chwrdd â'r disgwyl

Recommendations / Argymhellion



Recommendation:

In Wales, efforts should be concentrated on raising awareness of quality assurance with specific sub-sectors, and look particularly at engaging with the ‘squeezed middle’ organisations who are best placed to support quality assurance implementation – both in terms of funding and time commitments. The evaluation also suggests that these organisations are the ones likely to benefit the most from the approach and to see it through

Argymhelliad:

Yng Nghymru, [dylid canolbwyntio] ymdrechion ar godi ymwybyddiaeth gydag is-sectorau penodol, ac edrych yn arbennig ar ymgysylltu â'r sefydliadau maint canolig sy'n teimlo'r wasgfa, ac sydd yn y sefyllfa orau i gefnogi gweithredu proses ansawdd o ran ymrwymadau cyllido ac amser mewnol. Mae'r gwerthusiad hefyd yn awgrymu mai'r sefydliadau hyn yw'r rhai sy'n debygol o fanteisio mwyaf o'r dull gweithredu ac sydd fwyaf tebygol o fynd â'r maen i'r wal

Diolch / *Thank you*

Heledd Bebb
OB3 Research
heledd@ob3research.co.uk