



## Education Board

**Date:** THURSDAY, 20 JULY 2017

**Time:** 3.00 pm

**Venue:** COMMITTEE ROOM - 2ND FLOOR WEST WING, GUILDHALL

**Members:** Henry Colthurst (Chairman)  
Ann Holmes (Deputy Chairman)  
Deputy John Bennett  
Sheriff & Alderman Peter Estlin  
Stuart Fraser  
Caroline Haines  
Christopher Hayward  
Deputy Catherine McGuinness  
The Lord Mountevans  
Sheriff & Alderman William Russell  
Ian Seaton  
Deputy Philip Woodhouse  
Roy Blackwell (Co-Opted)  
Tim Campbell (Co-Opted)  
Helen Sanson (Co-Opted)  
Veronica Wadley (Co-Opted)

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### PART A

#### MAIN REPORTS AGENDA PACK

**TO BE READ IN CONJUNCTION WITH PART B THE ACCOMPANYING  
SUPPLEMENTARY REPORTS AGENDA PACK**

**NB: Part of this meeting could be the subject of audio video recording.**

**John Barradell  
Town Clerk and Chief Executive**

# AGENDA

## Part 1 - Public Agenda

1. **APOLOGIES**
2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
3. **PUBLIC MINUTES**  
To agree the public minutes and summary of the meeting held on 25 May 2017.

**For Decision**  
(Pages 1 - 8)

### Overview

4. **EDUCATION STRATEGY UPDATE**  
Report of the Director of Community and Children's Services.

**For Information**  
(Pages 9 - 12)

5. **EDUCATION ACTIVITIES UPDATE**  
Report of the Director of Community and Children's Services.

**For Information**  
(Pages 13 - 14)

6. **SAFEGUARDING**  
The Education Strategy Director to be heard.

**For Information**

### Finance

7. **EDUCATION BUDGET UPDATE**  
Report of the Director of Community and Children's Services and The Chamberlain.

**For Decision**  
(Pages 15 - 18)

8. **REVENUE OUTTURN 2016/17**  
Report of the The Chamberlain and the Director of Community and Children's Services.

**For Information**  
(Pages 19 - 20)

9. **REVIEW OF FUNDING TO THE GUILDHALL SCHOOL TRUST AND THE GUILDHALL SCHOOL OF MUSIC & DRAMA FOR SCHOLARSHIPS**  
Report of the Director of Community and Children's Services and The Chamberlain.
- For Decision**  
(Pages 21 - 24)

10. **REVISED ELIGIBILITY CRITERIA FOR THE CITY EDUCATIONAL TRUST FUND AND THE CITY OF LONDON CORPORATION COMBINED EDUCATION CHARITY**  
Report of the Chief Grants Officer.
- For Decision**  
(Pages 25 - 28)

### Schools

11. **APPOINTMENT OF GOVERNORS TO NEW SCHOOLS' LOCAL GOVERNING BODIES**  
Report of the Director of Community and Children's Services.
- For Decision**  
(Pages 29 - 30)

12. **REPORT OF ACTION TAKEN SINCE THE LAST MEETING**  
Report of the Town Clerk.
- For Information**  
(Pages 31 - 32)

13. **ACADEMIES DEVELOPMENT PROGRAMME**  
The Director of Academy Development to be heard.
- For Information**

### Culture and Outreach

14. **CITY OF LONDON LEARNING & ENGAGEMENT FORUM (LEF) - ESTABLISHING A CULTURAL EDUCATION PARTNERSHIP**  
Report of the Chair of the Learning & Engagement Forum.
- For Information**  
(Pages 33 - 38)

### Skills

15. **STEM AND POLICY EDUCATION PROGRAMME LEGACY - POLICY INITIATIVES FUND APPLICATION**  
Report of the Director of Open Spaces.
- For Decision**  
(Pages 39 - 40)

16. **EMPLOYABILITY STRATEGY 2017-20**  
Report of the Director of Economic Development.

**For Information**  
(Pages 41 - 44)

17. **CITY OF LONDON CORPORATION'S APPRENTICESHIPS PROGRAMME**  
Report of the Director of Community and Children's Services.

**For Information**  
(Pages 45 - 48)

18. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**

19. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

20. **EXCLUSION OF THE PUBLIC**

**MOTION** - That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 3 of Part I of Schedule 12A of the Local Government Act

**For Decision**

#### **Part 2 - Non-Public Agenda**

21. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 25 May 2017.

**For Decision**  
(Pages 49 - 52)

#### **Finance**

22. **ADDITIONAL FUNDING FOR CITY ACADEMIES**  
Report of the Director of Community and Children's Services.

**For Decision**  
(Pages 53 - 54)

#### **Schools**

23. **QUALITY ASSURANCE AND ACCOUNTABILITY FRAMEWORK MONITORING VISITS SUMMER 2016 - PREDICTED OUTCOMES**  
Report of the Director of Community and Children's Services.

**For Information**  
(Pages 55 - 58)

24. **PROVISION OF ADDITIONAL PRIMARY SCHOOL PLACES AND SOCIAL HOUSING ON THE FORMER RICHARD CLOUDESLEY SCHOOL SITE, GOLDEN LANE, EC1**  
Report of the Director of Community and Children's Services and the City Surveyor.

**For Information**  
(Pages 59 - 64)

25. **NON PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**
26. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

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## EDUCATION BOARD

Thursday, 25 May 2017

Minutes of the meeting of the Education Board held at Committee Room - 2nd Floor  
West Wing, Guildhall on Thursday, 25 May 2017 at 3.00 pm

### Present

#### Members:

Deputy John Bennett	Sheriff & Alderman William Russell
Henry Colthurst	Ian Seaton
Stuart Fraser	Deputy Philip Woodhouse
Caroline Haines	Helen Sanson
Christopher Hayward	Veronica Wadley
Ann Holmes	
Alderman The Lord Mountevans	

#### Officers:

Alistair MacLellan	-	Town Clerk's Department
Stephanie Basten	-	Town Clerk's Department
Sophie Hulm	-	Economic Development Office
Mark Jarvis	-	Chamberlain's Department
Emily Rimington	-	Comptroller and City Solicitor's Department
Andrew Carter	-	Director of Community and Children's Services
Mark Emmerson	-	Education Strategy Director
Gerald Mehrrens	-	Dept. of Community and Children's Services
Jeanne Barnard	-	Dept. of Community and Children's Services
Lorraine Burke	-	Dept. of Community and Children's Services
Sean Gregory	-	Barbican Centre
Sian Bird	-	Barbican Centre
Rosemara Mather-Lupton	-	Barbican Centre

#### 1. APOLOGIES

Apologies were received from Roy Blackwell, Tim Campbell, Alderman & Sheriff Peter Estlin and Deputy Catherine McGuinness.

#### 2. MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA

There were no declarations.

#### 3. ORDER OF THE COURT OF COMMON COUNCIL

The Order of the Court of Common Council dated 27 April 2017 appointing the Board for the ensuing year was received.

#### 4. ELECTION OF CHAIRMAN

An election of Chairman was conducted in line with Standing Order 29. Henry Colthurst, being the only Member indicating a willingness to serve, was elected Chairman for the ensuing year.

5. **ELECTION OF DEPUTY CHAIRMAN**

An election of Deputy Chairman was conducted in line with Standing Order 30. Ann Holmes, being the only Member indicating a willingness to serve, was elected Deputy Chairman for the ensuing year.

**VOTE OF THANKS**

Proposed by Deputy John Bennett;  
Seconded by Stuart Fraser;

**RESOLVED UNANIMOUSLY:**

THAT the Members of the Education Board wish to place on record their sincere appreciation to

**Catherine Sidony McGuinness**

for her outstanding service as Chairman of this Board from June 2014 to May 2017.

The City of London Corporation has a long heritage in providing education, both through its independent and associated schools, and more recently the City Academies. This heritage, combined with the ‘soft power’ inherent within the City’s open spaces and wider cultural assets, has always had the potential to transform the educational opportunities available to thousands of young Londoners if it were harnessed and applied, and the whole made greater than the sum of its parts.

Catherine, during her tenure as Chairman of this Board, has overseen the implementation of the City of London Corporation’s Education Strategy, which has sought to do just that – to bring all of the City’s educational and cultural assets to bear on giving young Londoners the best possible start in life – just one example of this approach being the School Visits Fund, which in its first year brought over 4000 children from disadvantaged backgrounds into the City to learn from iconic cultural assets such as Tower Bridge and the Museum of London.

Furthermore, under Catherine’s chairmanship, the concept of a City Family of Schools has crystallised, bringing to the fore excellent examples of collaboration and support between our independent schools and academies, ranging from preparing both independent school and academy students for Oxbridge interviews, to the now annual City Schools Concert, a fantastic showcase of the diverse range of talent across all of our schools, and all ages of City pupils.

Members also wish to note the instrumental role Catherine has played in the transition of the City of London Academies (Southwark) into the City of London Academies Trust, a body that under her Chairmanship has expanded from two academies in Southwark to five, soon to be eight, primary and secondary academies over four London boroughs. Catherine’s vision for, and oversight of,



this expansion in academies has been crucial in securing the City's acknowledged reputation as the best sponsor of academy schools in the whole of the United Kingdom in 2016. In harnessing the City's strengths and its heritage to give young Londoners an excellent standard of education, Catherine has also helped to ensure that they are better equipped for the route from education into stimulating and fulfilling employment.

As Catherine turns her attention to the chairmanship of the City of London Corporation's Policy and Resources Committee, Members of the Board wish her their wholehearted best wishes, confident that the vision, leadership and even-handedness she has shown in chairing this Board will ensure that the City of London Corporation will continue to thrive as a force for good in the Square Mile, across our capital, and across the wider United Kingdom.

## **6. MINUTES**

### **6.1 Education Board**

The minutes of the meeting held on 16 March 2017 were approved as a correct record.

### **6.2 Education Charity Sub (Education Board) Committee**

The draft minutes of the meeting held on 14 February 2017 were received.

## **7. APPOINTMENT OF SUB-COMMITTEE CHAIRMEN**

A resolution of the Policy and Resources Committee dated 16 March 2017 with an accompanying report of the Town Clerk regarding the appointment of Sub Committee Chairmen was noted.

## **8. APPOINTMENTS OF SUB COMMITTEES**

Members considered a report of the Town Clerk on the appointment of Sub Committees for 2017/18.

**RESOLVED**, that Members

- Approve the terms of reference and composition of both the Nominations Sub Committee and the Education Charity Sub Committee.
- Appoint Chris Hayward and Philip Woodhouse to the Nominations Sub Committee.
- Appoint Veronica Wadley and Philip Woodhouse to the Education Charity Sub Committee.

## **9. EDUCATION STRATEGY MONITORING REPORT**

Members received an Education Strategy monitoring report of the Director of Community and Children's Services.

The Chairman was heard regarding a proposed new format for Board papers with a view to ensuring future papers were more concise and focused but fully supported by easy-to-reference accompanying detail. Members were supportive of the proposal.

10. **COMMUNITY AND CHILDREN'S SERVICES COMMITTEE HIGH-LEVEL BUSINESS PLAN**

Members considered a report of the Director of Community and Children's Services regarding the Community and Children's Services Committee's High Level Business Plan. Members also considered a tabled copy of the draft Corporate Plan 2018-2023 and the following points were made.

- The Place topic should feature the importance of air quality.
- The draft Corporate Plan did not explicitly mention education other than factual reference to educational assets. There should be an explicit commitment to education.
- The Corporate Plan when finalised should be realistically resourced.
- There should be a commitment to lifelong learning, not just schools.

The Director of Community and Children's Services noted that the draft Corporate Plan was a high level document that was underpinned by a range of departmental plans and strategies that dealt with the points raised by Members.

11. **EXPANSION OF REDRIFF PRIMARY SCHOOL FROM 2 TO 3 FORMS OF ENTRY**

Members considered a report of the Director of Community and Children's Services regarding the expansion of Redriff Primary Academy from 2 to 3 forms of entry and the following points were made.

- A Member noted his agreement in principle with expansion but expressed concern that project management was not provided by the City of London Corporation. The Education Strategy Director replied that the City Surveyor's Department did not have the resources to act as project manager for the proposed expansion, and that the City had a positive track record of working with partner London boroughs on capital projects. There was no likelihood that the City of London Corporation would be approached for capital funding.

**RESOLVED**, that Members

- Agree the expansion of Redriff Primary School from 2 to 3 forms of entry no earlier than September 2018, subject to no financial commitment being required from the City of London Corporation and provided that regular project updates were submitted to the Education Board.

12. **CITY SCHOOLS GOVERNOR APPOINTMENTS UPDATE**

*Members agreed to vary the order of items on the agenda so that Item 19 (City Schools Governors Appointments Update) was considered next.*

Members considered an update report of the Director of Community and Children's Services on City Schools Governor Appointments. The Town Clerk noted that there were some errors in the appendix, and so an updated version was tabled. The following points were made.

- The Education Strategy Director confirmed that the Education Unit maintained a database of potential governors for City Schools.
- The Chairman noted that skills should be paramount when assessing the suitability of potential governors.
- Governor appointments should expire on 31 July.
- The Chairman noted that the City also utilised SGOSS when considering potential governors and requested that the governor appointment update paper due in July 2017 should provide an updated list of governors, identify skills needed across the City academies, and provide a summary of the resource required to administer the pool of potential governors.

**13. REQUEST FOR DELEGATED AUTHORITY - APPOINTMENT OF CITY APPOINTED GOVERNORS OF THE CITY ACADEMY, HACKNEY**

Members considered and agreed a report of the Town Clerk regarding a delegated authority request to appoint to two City governor vacancies at The City Academy, Hackney.

**RESOLVED**, that the Town Clerk be granted, in line with Standing Order 41, delegated authority in consultation with the Chairman and Deputy Chairman to appoint to the vacancies on the Board of Governors of The City Academy, Hackney.

**14. REVIEW OF CITY OF LONDON ACADEMY SOUTHWARK LOCAL GOVERNING BODY GOVERNANCE**

Members considered a report of the Director of Community and Children's Services regarding a review of City of London Academy Southwark Local Governing Body governance.

**RESOLVED**, that Members

- Note the City of London Academies Trust (COLAT) has adopted new governance documentation for the City of London Academy Southwark Local Governing Body (COLAS LGB) and approved the ongoing appointment of incumbent governors whose appointments were affected by the change in governance, to take effect from COLAS LGB next meeting.
- Note the current Chairman of COLAS LGB will be stepping down as Chairman and COLAS LGB Governor at the end of summer term 2017, with a new governor and chairman to be appointed by COLAT with the approval of the City of London Corporation as sponsor.

**15. SAFEGUARDING**

*Members agreed to vary the order of items on the agenda so that Item 20 – Safeguarding was considered next.*

The Education Strategy Director was heard regarding the issue of safeguarding. He noted that the City of London Corporation had provided safeguarding training to all governors recently. Issues such as knife crime and self-harm were high on the current safeguarding agenda in City Schools.

In response to a question, the Director of Community and Children's Services replied that the City was able to utilise national statistics and statistics from the London Safeguarding Board when reviewing safeguarding issues, including PREVENT.

**16. MENTAL HEALTH IN CITY SCHOOLS**

Members considered a report of the Director of Community and Children's Services regarding mental health in City Schools and the following comments were made.

- The Education Strategy Director agreed to review the number of counsellors in City Schools and whether more substantive mental health training was required.
- In response to a query, the Education Strategy Director confirmed that all schools had counselling services available to staff.
- A Member noted the recent drama *13 Reasons Why* that dealt with teen suicide and queried what guidance was available to governors. Another member noted that the role of parents should also be kept in mind.
- The Chairman requested that a paper be brought to the Board regarding the PREVENT duty.

**17. CITY OF LONDON LEARNING & ENGAGEMENT FORUM - ESTABLISHING A CULTURAL EDUCATION PARTNERSHIP**

Members considered a report of the Chair of the City of London Learning and Engagement Forum regarding the establishment of a Cultural Education Partnership. The Chairman noted that a condition of the paper being agreed by the Board would be that a clear outline of projects be provided.

**RESOLVED**, that Members

- Support the four proposed priorities for the emerging City of London Cultural Education Partnership.
- Grant delegated authority to the Town Clerk, in consultation with the Chairman and Deputy Chairman, to approve the LEF business case so that it may be submitted to the July meeting of the Resource Allocation Sub (Policy and Resources) Committee.
- Note that the LEF supports objectives one and three of the Education Strategy 2016-19.

18. **EDUCATION FLOAT IN THE LORD MAYOR'S SHOW 2017**

Members considered a report of the Town Clerk regarding an Education Float for the Lord Mayor's Show 2017. The Chairman noted that the Float would not feature Christ's Hospital, King Edward's School Witley, or Sir John Cass Primary School.

**RESOLVED** that Members

- agree, subject to the agreement of the Policy Committee, the proposal of entering and funding an education float for the Lord Mayor's Show 2017, featuring the City's family of academy and independent schools, at a cost of no more than £10,000 to be met from the 2017/18 Policy and Resources Committee's contingency fund, and charged to City's Cash.

19. **FIRE OF LONDON WEBSITE UPDATE**

Members received an update report on activity on the Fire of London website.

20. **CITY OF LONDON APPRENTICESHIPS**

Members received a report of the Director of Community and Children's Services regarding City of London Apprenticeships.

21. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**

There were no questions.

22. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

There were no items of urgent business.

23. **EXCLUSION OF THE PUBLIC**

**RESOLVED** – That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 3 of Part I of Schedule 12A of the Local Government Act.

24. **NON-PUBLIC MINUTES**

The non-public minutes of the meeting held on 12 January 2017 were approved as a correct record.

25. **LIVERY SCHOOLS LINK 2017/18**

Members considered a report of the Town Clerk regarding a funding proposal for Livery Schools Link 2017/18.

26. **SCHOOL MONITORING VISITS**

Members considered a report of the Director of Community and Children's Services regarding monitoring visits to City academies.

27. **CITY OF LONDON ACADEMIES TRUST - UPDATE**

Members received an update report of the Director of Community and Children's Services regarding the City of London Academies Trust.

28. **CITY OF LONDON ACADEMIES TRUST - NEWHAM COLLEGIATE SCHOOL EXPANSION FEASIBILITY**

Members considered a report of the Director of Community and Children's Services regarding the City of London Academies Trust – Newham Collegiate School Expansion feasibility.

29. **CITY OF LONDON ACADEMIES TRUST - Highbury Grove Secondary School Academisation Progress Report**

Members considered a report of the Director of Community and Children's Services regarding the City of London Academies Trust – Highbury Grove Secondary School Academisation Progress Report.

30. **REPORT ON ACTION TAKEN**

Members received a report of the Town Clerk on action taken since the last meeting.

31. **NON PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**

There were no questions.

32. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

*At this point of the meeting Members agreed to suspend Stand Order 40 and continue the meeting beyond two hours.*

Members considered one item of other business.

**The meeting ended at 5.21 pm**

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Chairman

**Contact Officer: Alistair MacLellan  
Alistair.MacLellan@cityoflondon.gov.uk**

<b>Committee(s)</b> Education Board	<b>Dated:</b> 20 July 2017
<b>Subject:</b> Education Strategy Update	<b>Public</b>
<b>Report of:</b> Director of Community and Children's Services	<b>For Decision</b>
<b>Report author:</b> Jeanne Barnard	

## Summary

This report asks Members to approve proposed updates to the prioritised actions of Objective 1 and Objective 3 of the Education Strategy. It also asks Members to agree that officers continue to develop the prioritised actions in consultation with the Education Board Chairman, and report back to the Board in September with a final version of the prioritised actions, and an accompanying action plan for the 2017/18 academic year.

## Recommendation(s)

Members are asked to:

- Approve the updated prioritised actions for Objective 1 and Objective 3 of the Education Strategy 2016-19.
- Agree that officers continue to refine the prioritised actions in consultation with the Chairman of the Education Board, and report back in September with a final version of prioritised actions for Objective 1 and 3, and an action plan for the 2017/18 academic year.

## Main Report

### Background

1. The Education Board approved the Education Strategy 2016-19 in May 2016. Since the approval of the Education Strategy last year, the City Corporation's education-related activities have increased, and this is not reflected in the current Strategy.

### Current position

2. The prioritised actions for Objective 1 and Objective 3 of the Education Strategy do not include the work and ambitions of the City Corporation regarding education. This includes the scope of the City Corporation's Cultural Education Partnership, establishing 100 apprenticeships by 2018, and other work related to employability.

### Proposal

3. The current prioritised actions for Objective 1 and 3 are listed below, with the proposed amendments listed underneath. This report asks the Education Board to approve the amendments to the prioritised actions for Objective 1 and 3. The report also asks Members to agree that officers continue to refine the prioritised actions, in consultation with the Education Board Chairman, and to report back in

September with a final version of prioritised actions for approval, and an accompanying action plan for the 2017/18 academic year.

**Objective 1: We will ensure that the City Corporation's outstanding cultural and historical resources enrich the creative experience of London's learners.**

***Current prioritised actions:***

- a) Maximise access to the City Corporation's cultural venues by London's pupils through a school visits fund.
- b) Provide further opportunities for the City Corporation's cultural venues to work together to offer innovative learning programmes and resources that benefit learners across London and beyond.
- c) Establish a City of London Cultural Education Partnership.
- d) Promote the national science, technology, engineering and mathematics (STEM) education agenda through working in partnership across our venues.

***Proposed update to prioritised actions:***

Establish 'Culture Mile Learning' which will work to position Culture Mile as a world-leading learning destination by...

- a) Developing a programme of innovative events and programmes of learning led by and/or located at the Culture Mile.
- b) Develop the principle of 'proximity partners' that would be aligned geographically, economically or intuitively to the need to address social disadvantage in London as a whole.

**Objective 3: We will ensure that young Londoners in the City's schools and beyond have access to the information, advice and experiences that will help them progress into fulfilling careers.**

***Current prioritised actions:***

- a) Work-related learning and work interactions.
- b) Access to quality and reliable careers advice.
- c) Using destination data to improve outcomes for young people.

***Proposed update to prioritised actions:***

- a) **Ensuring Londoners are better prepared to secure more jobs**
  - Encourage City schools to maintain 100 hours of work related activity, have at least one governor responsible for work related activity and careers advice, and develop strong links with the Livery Companies.
  - Provide learning experiences that promote the development of 21<sup>st</sup> century 'fusion skills for success', namely programmes that deliver the mix of academic, creative, technical and emotional learning.



- Working with and providing training for low skills workers to move into high skills jobs.

**b) Widening access to entry level jobs**

- Provide targeted learning and pre-apprenticeship readiness for employability programmes

**c) Ensuring the City has a skills workforce that is also more diverse**

- Promote apprenticeships as part of the solution to the City's future skills needs.
- Work with employers to change recruitment and progression practices to engage with a more diverse talent pool
- Promote the Financial and Related Professional Services sector and its full range of opportunities as a place to work for talented Londoners from all backgrounds, including sharing information on roles and entry routes into the sector.
- Promote and support small and medium sized businesses in the development of apprenticeship opportunities

**d) Supporting the drive to ensure that the Corporation is a model practitioner agent**

- Implement the Equality & Inclusion Plan: Deliver the "Attracting Talent" programme
- Appoint 100 apprentices and develop an exemplar programme for recruitment, induction, training and support of apprentices.

**Conclusion**

4. This report asks Members to approve updated prioritised actions for Objective 1 and 3 of the Education Strategy, as the current Strategy does not reflect the City Corporation's current education-related activities. It also asks that Members agree that officers continue to refine the prioritised actions and report back in September with a final version of the prioritised actions, with an accompanying action plan.

**Appendices**

- None

**Jeanne Barnard**  
Education Policy Officer

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<b>Committee(s)</b> Education Board	<b>Dated:</b> 20 July 2017
<b>Subject:</b> Education Activities Update	<b>Public</b>
<b>Report of:</b> Director of Community and Children's Services	<b>For Information</b>
<b>Report author:</b> Jeanne Barnard	

## Summary

This report updates Members on recent education activities, including a short summary of each event. It also lists upcoming education events for the 2017/18 academic year. Events are listed as they relate to the Education Strategy: Culture, education and employability.

## Recommendation

Members are asked to note the report.

## Main Report

### Recent activities

#### *Culture*

#### 1. City Schools Concert – January 2017:

- In the January, the City Schools Concert was held at Milton Court. The event was a great success, with parents and teachers thoroughly enjoying the range of music ability across the schools.

#### 2. City Schools Arts Exhibition – July 2017

- The City hosted the inaugural City School Arts Exhibition at Guildhall on 5 July. The exhibition was open to all Members and City Corporation staff. The exhibition showcased the incredibly talent and different styles of students across the family of schools.

#### *Education*

#### 3. City Schools Staff Conference – January 2017

- The inaugural City Schools staff conference was held in January, with the theme of creativity in schools. The keynote speaker was Will Gompertz, who spoke about the importance of creativity in teaching and learning.

#### 4. City Schools Debate – March 2017

- Year 10 students from the City's schools took part in a debate at Guildhall, with the proposition that the internet should be censored. The topic provided for some lively debate and provided an excellent opportunity for students to practice their debating skills.

#### 5. Easter Residential at City of London Freeman's School – April 2017

- The City of London Freeman' School hosted a residential for high performing students from the City's secondary academies over the Easter break. Both students and staff found the residential immensely valuable.
6. City Schools Economics Conference – June 2017
    - Two students from the City of London School for Girls organised an economics conference at Guildhall, hosted by their Head of Economics. Ian Stewart from Deloitte's and Gemma Tetlow from the Financial spoke about the future challenges to the British economy to an audience of year 12 students.
  7. ISI inspection at City of London School
    - The City of London School was found by ISI to be compliant, and was recognised for its excellent practices in various areas.

## **Upcoming activities**

### ***Culture***

8. Education Float in the Lord Mayor's Show – 11 November 2017
9. City Schools Concert – 15 January 2018

### ***Education***

10. Leadership course for prefects at City of London School for Girls – July 2017
11. City Schools Athletics Day – September 2017
12. Prefects Dinner – 20 November 2017
13. Basketball Tournament – November 2017
14. City Schools Staff Conference – 26 January 2018
15. City Schools Debate – March 2018

### ***Employability***

16. Careers Fair – March 2018

## **Conclusion**

17. This report updates Members on recent education activities, including a short summary of each event. It also provides a list of upcoming events through to the end of the 2017/18 financial year.

## **Appendices**

- None

### **Jeanne Barnard**

Education Policy Officer

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<b>Committee(s)</b> Education Board	<b>Dated:</b> 20 July 2017
<b>Subject:</b> Education Budget Update	<b>Public</b>
<b>Report of:</b> Director of Community and Children's Services and The Chamberlain	<b>For Decision</b>
<b>Report author:</b> Jeanne Barnard and Mark Jarvis	

## Summary

This report asks members to approve an updated version of the Education Budget for 2017/18, which was approved at its meeting on 12 January 2017.

## Recommendation(s)

Members are asked to:

- Approve the proposed revised Education budget and note the latest forecast Outturn position.
- Note that there has been a £4k increase in the overall budget as a result of an additional corporate funding to cover expected higher pension costs. Apart from this amendment, total central and local risk allocations remain the same although detailed allocations have been revised.

## Main Report

### Background

1. The Education Board approved the Education Budget for 2017/18 at its meeting on 12 January 2017. Since then, a full-time Strategic Education and Training Director has also been recruited. Some of the partnership events that the City Corporation will be hosting were also not listed.
2. The proposed budget also provides more detail on how the new academies opening in September are being funded, and actions around scrutiny interventions for the academies.

### Proposal

3. A table comparing the budget agreed to in January and the amended budget can be found in Table 1 below. Members are asked to approve the updated version of the budget. This budget takes into account all partnership activities the Education Board is funding, and the recruitment of a full-time Education Strategy Director. It also provides more detail about how Education Board funds will be used to support the new academies opening in September. The Table also shows the spend to date and current forecast outturn for the year.

**Table 1: Education 2017/18 Finances**

2017-2018 Original Budget £'000	2017-2018 Revised Budget £'000		Commitment + Actual to P3 23/06/17 £'000	Remaining Balance £'000	Forecast Outturn 2017/18 £'000	Forecast Variance 2017/18 £'000
		CEO/CFO/PA COLAT				
110	130	Mar-Aug17	0	130	130	0
110	130	<b>COLAT Funding</b>	0	130	130	0
		Director of Academy				
96	99	Development	25	74	100	-1
48	44	Policy Officer	9	35	35	9
36	21	Policy Support Officer	9	12	27	-6
45	61	Strategy Director	0	61	61	0
225	225	<b>Salaries</b>	43	182	223	2
70	76	<b>Policy Board Budgets</b>	46	30	76	0
75	46	<b>Partnership Events</b>	0	46	46	0
20	27	<b>Training/Legal Fees</b>	12	15	20	7
500	504		101	403	495	9
150	150	COLAS	0	150	150	0
150	150	COLAI	0	150	150	0
150	150	COLAH	0	150	150	0
50	50	Redriff	0	50	50	0
15	15	Galleywall	0	15	15	0
10	10	COLPAI	0	10	10	0
150	50	Highgate Hill	0	50	50	0
20	20	Shoreditch Park	0	20	20	0
0	80	Highbury Grove	0	80	80	0
		<b>Scrutiny Meeting</b>				
105		<b>Intervention</b>				
		Leadership/Standards				
	10	Consultant (MWI)	0	10	10	0
	4	Freemans Residential	4	0	4	0
		Governance Support-				
	20	Livery/SGOSS	0	20	20	0
		Actions from analysis &				
	91	scrutiny meetings	0	91	91	0
800	800	<b>School Funding (Academies)</b>	4	796	800	0
1,300	1,304		105	1,199	1,295	9
						<b>Under spend</b>

## **Implications**

4. The proposed budget remains within the Boards' resource allocation, and aside from the £4k budget increase for pension contributions, the allocation between central and local risk remains the same.

## **Conclusion**

5. This report asks members to approve an updated version of the Education Budget, which includes partnership events and note the latest forecast Outturn position.

## **Appendices**

- None

## **Background Papers**

- Education Board paper and minutes: Proposed budget allocation for financial year 2017/18

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<b>Committee(s):</b> Education Board	<b>Dated:</b> 20 July 2017
<b>Subject:</b> Revenue Outturn 2016/17	<b>Public</b>
<b>Report of:</b> The Chamberlain and the Director of Community and Children's Services	<b>For Information</b>
<b>Report author:</b> Louise Said, Chamberlain's Department	

## Summary

This report compares the 2016/17 revenue outturn for the Education Board with the final agreed budget for the year. Total net expenditure during the year was £1.025m which was in line with the final agreed budget. This is summarised in the table below.

<b>Summary Comparison of 2016/17 Revenue Outturn with Final Agreed Budget – Education Board</b>			
	<b>Final Agreed Budget £000</b>	<b>Revenue Outturn £000</b>	<b>Variations Increase/ (Reduction) £000</b>
Local Risk	445	445	0
Central Risk	580	580	0
<b>Overall Totals</b>	<b>1,025</b>	<b>1,025</b>	<b>0</b>

## Recommendation

It is recommended that this revenue outturn report for 2016/17 is noted.

## Main Report

### Revenue Outturn for 2016/17

- Actual net expenditure for your Committee's services during 2016/17 totalled £1.025m. A summary comparison with the final agreed budget for the year of £1.025m is tabulated overleaf. In the tables, figures in brackets indicate income or in hand balances, increases in income or decreases in expenditure.

<b>Comparison of 2016/17 Revenue Outturn with Final Agreed Budget</b>				
	<b>Final Agreed Budget £000</b>	<b>Revenue Outturn £000</b>	<b>Variations Increase / (Reduction) £000</b>	<b>Paragraph</b>
<b>Local Risk</b>				
Employee expenses	167	156	(11)	2
Premises related expenses	1	1	0	

Transport related expenses	1	1	0	
Supplies & Services	276	287	11	2
<b>Total Local Risk</b>	<b>445</b>	<b>445</b>	<b>0</b>	
<b>Central Risk</b>				
Grants to Academies	<b>580</b>	<b>580</b>	<b>0</b>	
<b>Overall Totals</b>	1,025	1,025	0	

#### Reasons for significant variations

- The employee's budget was underspent by £11k due to staff vacancies. This £11k enabled the Board to participate in some additional events during the year.
- The 2016/17 Original Budget totalled £1m and was increased by £25,000 in the year as a result of an agreed carry forward from 2015/16.

#### City of London overall Financial Position and context for the Efficiency and Sustainability Plan

- The Court of Common Council approved the published Efficiency and Sustainability Plan on the 13<sup>th</sup> October 2016. This plan focuses on the existing Service Based Review programme which is now nearing completion, other agreed transformation initiatives and developing a framework for continuous efficiency improvement for 2017/18 and later years. This plan needs to be viewed in the context of the overall Medium Term Financial Strategy to have a five year plan with sufficient cashable savings to present a balanced budget for all four funds and adopting an investment approach utilising the headroom to invest in one-off projects such as the Museum of London relocation project and 'bow wave' list of outstanding repairs.
- To assist with this context and messaging, a set of core messages on the City of London Corporation's Finances have been developed and are set out in Appendix 1 for members' information.

#### **Appendices [See Supplementary Pack]**

- Appendix 1: Efficiency & Sustainability Plan

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<b>Committee(s)</b>	<b>Dated:</b>
Education Board Resource Allocation Sub (Policy and Resources) Committee	20 July 2017 19 October 2017
<b>Subject:</b> Review of funding to The Guildhall School Trust and the Guildhall School of Music & Drama for Scholarships	<b>Public</b>
<b>Report of:</b> Director of Community and Children’s Services and The Chamberlain	<b>For Decision</b>
<b>Report authors:</b> Jeanne Barnard and Sarah Wall	

### Summary

This report reviews the City Corporation’s payment of £30,000 per annum to the Guildhall School of Music and Drama (the School), as part of the implementation of the City Corporation’s Grants Service Based Review. This payment has historically been used to fund scholarships. This report asks Members to agree to continue the annual payment for the financial years 2018/2019 and 2019/20, and to review the payment again in two years’ time in the context of the City Corporation’s wider education offering.

### Recommendations

Members are asked to:

- Agree to continue the City Corporation’s payment of £30,000 to the School to fund scholarships for the 2018/19 and 2019/20 financial years subject to the School reporting back annually to the Education Board on the numbers of scholarships awarded and the impact of the grant.
- Agree to review the payment again after a further two years’ funding in the context of the City Corporation’s education priorities at the time.

### Main Report

#### Background

1. A one-off grant payment of £30,000 for 2005/06 was approved by the Finance Grants Sub-Committee in May 2005 to The Guildhall School Trust (the Trust) (Charity No. 1082472, Company No. 04041975) to go towards the cost of UK and EU bursaries. A £30,000 payment has been made annually for scholarships since then, into the School’s account via journal payment, rather than the Guildhall School Trust’s account.
2. The annual payment has been used for scholarships, going into the School’s scholarships account and was awarded as an unrestricted award to help attract the best artists to the School and London.

#### The City Corporation’s Service Based Review

3. In March 2016, as part of the implementation of the City Corporation’s Grants Service Based Review, the Policy and Resources Committee agreed that the responsibility for all on-going funding commitments from the Finance Grants Sub-Committee would be transferred to the most appropriate Committee and that the recipient Committee be requested to review each commitment. In this instance, the administration of the City Corporation’s grant to the Trust for UK and EU bursaries was transferred to the Education Board. This grant (which is now paid

directly to the School) will not be paid in future until it has been reviewed by the Education Board and subject to a budget allocation by the Policy and Resources Allocation Sub-Committee.

### **Current position**

4. The environment in which the School operates has changed significantly since 2005. Tuition fees for home students are now three times higher at just over £9k and the School has closer to 1,000 FTE when compared to around 800 in 2005. The School's competitors are in a position where they can offer both full fee and maintenance scholarships in order to attract and secure the best talent.
5. The School awards Scholarships of just over £2m to students in both fee and maintenance and awards based on merit. In a highly competitive market place any Scholarship offer is an important one.

### **Proposal**

6. This report proposes that the City Corporation continues to make a payment to the School of £30,000 p.a. for scholarships for the financial years 2018/19 and 2019/20. After a further two years' of funding, it is proposed that the payment is reviewed again in the context of the City Corporation's education priorities at that time. This review will coincide with development of the City's new Education Strategy (the City Corporation's current Education Strategy covers the period 2016-2019). It will also allow for the effects of Brexit on enrolments to the School to be analysed which may also inform a decision on future funding.
7. It is also proposed that the School reports back annually to the Education Board on the number of Scholarships awarded and the impact of the £30,000 grant.

### **Implications**

8. As the £30,000 payment is made from the City's Cash Finance account, and would continue to be made out of that account, there are no financial implications for the Education Board's budget.

### **Conclusion**

9. This paper reviews the City Corporation's payment of £30,000 per annum to the School, as part of the implementation of the City Corporation's Service Based Review. It asks Members to agree to continue the annual payment, which has historically been used to fund scholarships for high achieving students, for the financial years 2018/19 and 2019/2020, after which the payment will be reviewed again within the wider context of the City Corporation's education offering.

### **Appendices**

- Appendix 1 – Number of scholarships awarded by the Guildhall School of Music & Drama per annum since 2005.

### **Background Papers**

- Policy and Resources Committee report and minutes: Implementation of Grants Review (17 March 2016).

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**Appendix 1**

<b>Year</b>	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
<b>Number of senior scholarships</b>	231	228	243	284	280	309	365	384	352	411

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<b>Committee(s)</b> Community and Children’s Services Committee Education Board	<b>Dated:</b> 14 July 2017 20 July 2017
<b>Subject:</b> Revised eligibility criteria for the City Educational Trust Fund and the City of London Corporation Combined Education Charity	<b>Public</b>
<b>Report of:</b> Chief Grants Officer	<b>For Decision</b>
<b>Report author:</b> Jack Joslin, Senior Grants Officer	

## Summary

In accordance with its Terms of Reference, the Education Charity Sub (Education Board) Committee has reviewed the eligibility criteria for the City Educational Trust Fund (Charity Number 290840) and the City of London Corporation Combined Education Charity (Charity Number 312836) (the Charities) and recommends the revised eligibility criteria for the two Charities attached at Appendices 1 and 2 for consideration and approval. The new eligibility criteria for the Charities aim to streamline the assessment process, reduce costs of charity administration and maximise expenditure of funds to further the Charities’ aims.

## Recommendations

Members of the Community & Children’s Services Committee are asked to:

- Consider the amended eligibility criteria for the Charities.

Members of the Education Board are asked to:

- Approve the amended eligibility criteria for the Charities; and
- Approve the dates for the next deadline of the Education & Employment theme of the Central Grants Programme.

## Main Report

### Background

1. The City Corporation is the sole corporate trustee of the Charities and administers each charity in accordance with its usual procedures, which involve delegating the exercise of those trustee functions to various committees (and sub-committees) of the Court of Common Council.
2. The Charities provide funding through the Education and Employment Central Grants Programme funding theme in accordance with a decision of the Policy and Resources Committee in March 2016. On 23 June 2016, the Court of Common Council agreed that the Education Board be appointed as the Grand Committee responsible for managing the Charities. Under its Terms of Reference the Community & Children’s Services Committee is also authorised to make recommendations to the Education Board on the policy to be adopted for the

application of funds from the Charities and appoints some of its membership to serve on the Education Charity Sub Committee, a sub-committee of the Education Board.

3. At their July 2016 meeting the Education Board agreed that the Education Charity Sub Committee review the Charities' funding criteria and consider how it may be possible to align the activities of each charity with the City Corporation's Education Strategy which has been adopted by the Common Council. It was also agreed that any revised policy and criteria should be implemented before the 2017/2018 funding cycle.
4. The Education Charity Sub Committee has now reviewed the Charities' eligibility criteria and recommends the eligibility criteria for the two Charities attached at Appendices 1 and 2 for approval. The Education Charity Sub Committee has aimed to streamline the assessment process, reduce costs of charity administration, leverage greater grant-making impact and maximise expenditure of funds to further the Charities' aims. The Education Charity Sub Committee has supported the City Corporation's exercise of its duties as trustee of the Charities by making its recommendation in the best interests of the Charities and exercising independent judgement in doing so.

### **Strategic implications**

5. Once new eligibility criteria is in place, it will be important to review how effectively they operate, and whether savings are being made in administration and management of the grants.
6. The criteria will be reviewed after one full round of grant-making and on a regular basis thereafter.

### **Conclusion**

7. This report asks that Members consider and approve the recommended eligibility criteria attached at Appendices 1 and 2 for the Charities which fund the 'Education and Employment' theme of the Central Grants Programme and to approve the new 'Education and Employment' grant round to open with a deadline of 29th September 2017. The revised eligibility criteria aim to streamline the assessment process, reduce costs of charity administration and maximise expenditure of funds to further the Charities' aims.

### **Appendices [See Supplementary Agenda]**

- Appendix 1 – Recommended eligibility criteria for the City of London Corporation Combined Education Charity
- Appendix 2 – Recommended eligibility criteria for the City Educational Trust Fund

### **Background Papers**



- Policy and Resources Committee Report and Minutes: Implementation of Grants Review – 17 March 2016 (Item 10);
- Court of Common Council Report and Minutes: Management of the City Educational Trust Fund and the City of London Corporation Combined Education Charity – 23 June 2016 (Item 15[B]);
- Education Board Report and Minutes: Implementation of Grants Review – Education and Employment – 21 July 2016 (Item 10);
- Education Charity Sub (Education Board) Committee Report and Minutes: Development of Policy to Guide Application of Charitable Funds – City Educational Trust Fund, Combined Education Charity – 12 December 2016 (Item 6);
- Education Charity Sub (Education Board) Committee Report and Minutes: Revised eligibility criteria for the City Educational Trust Fund and the City of London Corporation Combined Education Charity – 14 February 2017 (Item 6).

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<b>Committee(s)</b> Education Board	<b>Dated:</b> 20 July 2017
<b>Subject:</b> Appointment of governors to new schools' local governing bodies	<b>Public</b>
<b>Report of:</b> Director of Community and Children's Services	<b>For Decision</b>
<b>Report author:</b> Jeanne Barnard	

## Summary

Another five academies will be joining the City of London Academies Trust (the Trust) in September this year. This report asks Members to note the local governing body membership of the new academies joining the Trust, as approved by the Trust Board on 5 July 2017. It also asks Members to approve the Chairman of each local governing body, as per the Sponsorship Agreement between the City of London Corporation and the Trust.

## Recommendation(s)

Members are asked to:

- Note the City of London Academies Trust Board approved the appointment of Trust Governors on the local governing bodies of the Trust's new schools, as per Appendix 1.
- Approve the Chairmen of each local governing body, as per the Sponsorship Agreement
- Note that a Chairman is still being sought for the City of London Academy Highgate Hill.

## Main Report

### Background

1. Another five schools will be joining the City of London Academies Trust (the Trust) in September. Interim local governing bodies have been in place to ensure the schools continue to operate with the oversight of strong governance structures. The interim local governing bodies needed to be made permanent before the start of the 2017 academic year in September.
2. The Articles of Association provide that membership and proceedings of local governing bodies will be determined by the Trustees. The Sponsorship Agreement between the City Corporation as Sponsor and the Trust requires that the Trustees consult with the City when appointing local governing bodies under Article 100 of the Trust's Articles of Association. It also notes that the membership of local governing bodies must be notified to the City Corporation, and that the Chairman of every local governing body must be approved by the City Corporation.

3. Education Board Members were invited to provide nominees at its meeting on 25 May 2017, and were invited to nominate candidates via email. Candidates were also sought from SGOSS.

### **Current Position**

4. A report went to the Trust Board on 5 July with proposed membership for the five new local governing bodies. The Trust approved the report. All governors were appointed for a term of three years, officially commencing on 31 August 2017.

### **Proposal**

5. The report asks Members to note the membership of the new academies' local governing bodies as approved by the Trust Board in Appendix 1. These tables also include a column outlining each person's skill set. Highbury Grove's governors will complete their skills audit at their next local governing body meeting.
6. The report also asks Members to approve the Chairman of the local governing bodies, as per the Sponsorship Agreement.
7. Parent and staff governors will be elected by each local governing body, and are not appointed by the Trust Board. A Chairman for the City of London Academy Highgate Hill is also still being sought.

### **Conclusion**

8. At its meeting on 5 July, the Trust Board approved the membership of the local governing bodies of its new academies joining in September this year. Members are asked to note the membership of the local governing bodies, and to approve the Chairman, as per the Sponsorship Agreement. The report also asks Members to note that a Chairman is still being sought for the City of London Academy Highgate Hill.

### **Appendices [See Supplementary Pack]**

- Appendix 1 – Tables of governors appointed to new schools' local governing bodies.

### **Background Papers**

- Education Board paper and minutes: City of London Academies Trust Local Governing Body governance structures, and appointing governors

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<b>Committee(s)</b> Education Board	<b>Dated:</b> 20 July 2017
<b>Subject:</b> Report of Action Taken Since the Last Meeting	<b>Public</b>
<b>Report of:</b> Town Clerk	<b>For Information</b>
<b>Report Author:</b> Alistair MacLellan, Senior Members' Services Officer	

## Recommendation(s)

- Members are asked to note the report

## Main Report

1. Standing Order 41 of the Court of Common Council allows for decisions to be taken between meetings of Committees. The decisions are taken in consultation with the Chairman and Deputy Chairman of that Committee. The following decisions have been taken since the last meeting of the Education Board.

### **Delegated Authority – Appointment of Academy Governor (The City Academy, Hackney)**

2. Delegated authority granted at your May 2017 meeting was exercised appoint Tijs Broeke CC as City of London Corporation Sponsor Governor of The City Academy, Hackney for a term of four years concluding 31 July 2021.

### **Conclusion**

3. Background papers for Members are available from [alistair.maclellan@cityoflondon.gov.uk](mailto:alistair.maclellan@cityoflondon.gov.uk).

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<b>Committee(s)</b>	<b>Date:</b>
Resource Allocation Sub Policy and Resources Committee Education Board	6 July 2017 6 July 2017 20 July 2017
<b>Subject:</b> City of London Learning & Engagement Forum (LEF) – establishing a cultural education partnership	<b>Public</b>
<b>Report of:</b> Chair of City of London Learning & Engagement Forum	<b>For Decision</b>
<b>Report author:</b> Sharon Ament, Chair of Learning & Engagement Forum	

## Summary

The City of London Learning & Engagement Forum (LEF) was established in 2014 to **enable the cultural organisations of the City to work together on an unprecedented scale** (a publication on the activities of the member organisations will be shared at the meeting). It is now ready to establish and transition into the City of London’s cultural education partnership, “**Cultural Hub Learning**” (the words ‘cultural hub’ will be amended to the new brand name for the hub, currently embargoed until 20 July). This will position the cultural hub at the forefront of learning and engagement in England and as specialist in the **fusion of creative, technical, educational and emotional skills** needed for 21<sup>st</sup> Century success. Its development is a **prioritised action under Objective 1 of the Education Strategy (“to establish a City of London cultural education partnership”)**, and is critical to the success of the cultural hub. Further information is available on request.

This report therefore seeks **approval to release the provision of £150,000** which forms part of the City Corporation’s medium term financial forecast, to fund the work required to implement Cultural Hub Learning initiative. This is subject to the Education Board’s approval of a more detailed business case.

## Recommendation

Members are recommended to **approve the provision of £150,000** to implement the City Corporation’s Cultural Hub Learning initiative, subject to approval of a more detailed business case by the Education Board.

## Main Report

1. Following a development phase funded by the Education Board until July 2017, the cultural education partnership for the City of London, Cultural Hub Learning, is now **ready for implementation from August 2017**. Resources of £150,000 are now required to take the project to this next stage. In view of the Education Board’s support, the cost already forms part of the MTF.

## RATIONALE

2. Cultural Hub Learning responds to **extensive research and consultation** that took place between January-June 2017 which highlighted:

- Arts Council England's **cultural education partnership model** offers the opportunity to ensure alignment across multiple sectors in order to provide high quality cultural opportunities for pupils most in need, by building on the specialisms and assets of a local area
- Inequality in London is stark and **access initiatives** which really make a difference to disadvantaged groups are desperately needed
- Opportunities are increasingly required for **lifelong learning** across the economy
- Workforces across the City and beyond need diversifying and employers are reporting it increasingly difficult to find people with the **fusion of creative and technological skills** that they need to stay innovative. We have significant expertise in both these areas within the City but connections are not yet being made across these sectors.
- There is potential for our creative learning/skills capabilities and assets to offer a **unique proposition for the cultural hub**. Whilst some are beginning to see the opportunity, no other London cultural quarter has yet adopted this as a USP
- Members of the LEF recognise that whilst we have started to work in partnership, a major cultural shift is now required in how we work together to enable us to **provide a more joined up offer** and maximise our impact

## PROPOSAL

3. In order to address these needs and opportunities, we propose that the current LEF transition and expand into Cultural Hub Learning to become **one of the 50 cultural education partnerships (CEP) in England** at the forefront of learning and engagement. Cultural Hub Learning will position the cultural hub as a **world-leading learning destination**, specialising in the **fusion of creative, technical, educational and emotional skills** needed for 21<sup>st</sup> century success. This will be achieved through a programme of targeted, high-quality, learning opportunities (live and digital) that focus on enabling access and progression for disadvantaged and underserved groups, so promoting social cohesion and social mobility. Given the identified need, it is proposed that the remit of Cultural Hub Learning would extend beyond solely young people to include life-long learning.
4. We propose a series of flagship initiatives that address the identified needs and opportunities. The first of these, **Cultural Hub Challenge** will be the focus for this financial year and will use the groundbreaking and entrepreneurial challenge prize model. This model catalyses and spurs innovation through competition- no other cultural partnership in England has yet used this approach. **We would like to promote this at the cultural hub public launch (20th July)** to give us first-mover advantage. It will focus on one of the most urgent issues emerging from our research and consultation (our working theme is, "given the high levels of long- term unemployment amongst young Londoners, how can under-represented Londoners develop the fusion of skills required for success within London's future workforce"), and challenge multi-discipline teams to devise **innovative solutions**.
5. By 2020, further flagship programmes that deliver against the Cultural Hub Learning vision will be developed and those currently being scoped include:



- **Cities of Learning:** Using the principle of digital technology to connect formal and informal learning. A wide range of learning activities from across the City would be accessed using a digital platform to enable high quality learning achievements and accreditation.
- **Cultural Hub Lab:** Engaging and supporting sectoral leaders to explore how to tackle generational disadvantage through culture and learning, and how to develop pathways for fusion skills and real world learning. Potentially a programme of events could be developed, with action learning, collaborative initiatives and a physical presence within the cultural hub.
- **Proximity Partnerships:** With economic and social disadvantage being concentrated in certain parts of London, proximity partnerships would align activity with a small number of critical places where partnership can make a real difference. Activities would respond to local needs, target priority groups identified through local partners, and test how creative opportunities can significantly change life chances

## OUTCOMES

6. A set of draft outcomes have been proposed for Cultural Hub Learning:

- London's **disadvantaged** children, young people and adults have developed **fusion of skills** needed for 21<sup>st</sup> century success
- We have a stronger capacity to **work intensively with other London boroughs** to promote social cohesion and collaborate around issues of disadvantage to make a real difference to life chances, developing interventions within and beyond the City
- Pathways are in place that ensure these young people and adults are able to **access** high quality cultural experiences, develop the fusion of **skills** for success and **thrive** within the future workforce
- We have a stronger capacity to work collaboratively **across the public, voluntary and private sectors** within the City of London and London as a whole to strategically maximise our assets and impact
- The **physical and digital infrastructure** that will enable access to cultural experiences and progression of fusion skills has been developed, closely aligned with the wider cultural hub plans
- A **sustainable business model** for the partnership is in place

7. Cultural Hub Learning is keen to develop an **evaluation framework** with series of KPIs that measure success against these outcomes (at an individual, societal and economic level), together with a baseline analysis. However, additional funding will need to be found for this.

8. This proposal **progresses the City of London's strategic priorities** for the Corporate Strategy (Place, People and prosperity objectives around building a world-class cultural hub), Education Strategy (Objectives 1 and 3 around the City's cultural offer enriching London learners and ensuring young Londoners have opportunities to progress into fulfilling careers), Employability Strategy (objective to ensure Londoners are better prepared for work) as well as Future City and Smart City initiatives.

## GOVERNANCE AND STAFFING

9. It has been agreed that progress updates will be reported at **each Education Board meeting**. Further monitoring of progress will be undertaken by the proposed Steering Group for Cultural Hub Learning and Cultural Hub Learning **operational staff will work closely with City of London** education, economic development, cultural hub and other related teams to ensure alignment.
10. During this financial year it is proposed that the Strategic Partnerships team hosted at the Barbican provide the initial **central resource** required to drive forward and initiate Cultural Hub Learning. As this team leads on partnerships for the cultural hub and other collaborative cultural initiatives across the City, **added value** would be gained from their ability to connect Cultural Hub Learning into these initiatives. The staffing and overheads costs required are:

Strategic and income generation lead (1 day a week @£350)	£9,800
Project management (2 days a week @£260)	£14,560
Partnership co-ordination (3 days a week @£210)	£17,640
Cultural Hub Learning programmer (2 days a week @£260)	£14,560
Overheads	£440
<b>TOTAL</b>	<b><u>£57,000</u></b>

11. £150k was held in the **Medium Term Financial Forecast** to put the Cultural Hub Learning vision into practice. Investment is required towards the ambitious Year 1 flagship programme *Cultural Hub Challenge*, initiatives to strengthen shared practice/systems, ongoing consultation mechanisms and seed funding towards a shared infrastructure.

12. <b>Budget</b> breakdown:	<b>TOTAL</b>	<b><u>£150,000</u></b>
Year 1 flagship programme: Cultural Hub Challenge	£56,000	
Communications	£10,000	
Collaborative Learning Programme for CoL LEF members	£7,000	
Shared data and systems seed funding	£10,000	
Ongoing user consultation	£10,000	
Staffing/overheads for partnership and programmes set up	£57,000	

13. Whilst Cultural Hub Learning aims to develop a sustainable funding model in the longer term, further requests for the City to **contribute to the seed funding** of flagship programmes are likely over the next 2 years.

## MILESTONES

14. Key activities over the autumn / spring term are expected to be:
- Autumn term:** Establish structure, initiate systems, plan Cultural Hub Challenge, initiate Collaborative Learning Programme, research income generation options, develop communications
- Spring term:** Consultation, launch campaign and delivery of Cultural Hub Challenge, scope Year 2 flagship programmes, test income generation options

## **SUMMARY**

15. To conclude, Cultural Hub Learning will position the cultural hub as a **world-leading learning destination**, specialising in the **fusion of creative, technical, educational and emotional skills** needed for 21<sup>st</sup> century success. This directly address the need for access initiatives, fusion skills, a joined-up offer and the opportunities around cultural education partnerships and positioning for the cultural hub identified in our research and consultation. Members are recommended to implement the City Corporation's Cultural Hub Learning initiative.

**Sharon Ament**

Chair, City of London Learning & Engagement Forum

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<p><b>Committee(s)</b>          Policy &amp; Resources – For decision          Hampstead Heath, Highgate Wood &amp; Queen’s Park - For information          Education Board – For Information</p>	<p><b>Dated:</b>          6 July 2017          17 July 2017            20 July 2017</p>
<p><b>Subject:</b>          STEM and Policy Education Programme Legacy – Policy Initiatives Fund Application</p>	<p><b>Public</b></p>
<p><b>Report of:</b>          Director of Open Spaces</p>	<p><b>For Decision</b></p>
<p><b>Report author:</b>          Abigail Tinkler – Learning Manager (Open Spaces)          Grace Rawnsley – Head of Learning (Open Spaces)</p>	

### Summary

The Hampstead Heath Ponds Project was a complex engineering and landscaping project which stimulated a great deal of interest within the local community. In 2014, the Policy and Resources Committee agreed to fund a 3 year education programme alongside this engineering project, to capitalise on the opportunities for learning the project presented in particular STEM subjects (science, technology, engineering and maths) and public policy and debate.

The 3 year project successfully engaged with over 3000 secondary school students from the local community, 850 primary school students, and partnered with BAM Nuttall, the Royal Geographical Institute and the Museum of London. It is proposed that an additional year of funding be granted to embed the legacy of the project in the local community secondary schools. The next stage of the project will further enable school access by addressing the barriers of timetable restrictions and large year group sizes by providing teachers with the flexibility to run the activities themselves at a time which works for them.

This is line with the City’s educational strategy and related initiatives, and will complement the existing work of the learning team. The Hampstead Heath Consultative Committee supports the application.

### Recommendation(s)

It is recommended that:-

1. The Hampstead Heath, Highgate Wood & Queen’s Park Committee and the Education Board support an application to the Policy Initiatives Fund to extend the STEM & Policy Education Programme for a further year
  
2. The Policy & Resources Committee approve that the Ponds Project Education Programme be funded for one additional year at a cost of £48,600 which can be met from the Policy Initiatives Fund, categorised as “Communities” and charged to City’s Cash.

**Please refer to the Supplementary Pack for the Main Report**

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<b>Committee(s)</b> Policy and Resources Committee – for decision Education Board – for information	<b>Dated:</b> 6 July 2017 20 July 2017
<b>Subject:</b> Employability Strategy 2017-20	<b>Public</b>
<b>Report of:</b> Director of Economic Development	<b>For Information</b>
<b>Report author:</b> Claire Tunley Head of Employability Town Clerk's/Economic Development Office	

## Summary

This report asks Education Board to note the Employability Strategy for the City Corporation for 2017-2020. The Strategy has been developed by a cross-Corporation group following agreement by this Committee of an Employability Framework in 2016. The Strategy aims to *“connect City opportunities with the talent of Londoners to reinforce City competitiveness and support London communities”*. Delivery of outcomes will be led by DCCS, HR and EDO, reporting via Corporate Steering Groups to Summit.

## Recommendation(s)

Members of the Education Board are asked to note the Employability Strategy 2017-20.

## Main Report

### Background

1. The City Corporation (together with City Bridge Trust, Central London Forward and Heart of the City) has an extensive programme of work aimed at supporting Londoners into employment, particularly those from disadvantaged backgrounds. We work in schools, offer direct support to job seekers, provide training, encourage businesses to open job opportunities to all and improve our own employment practices.
2. However, the City Corporation’s work is fragmented. We need to define what we are aiming to achieve and how we measure the effectiveness of our work, as well as ensuring that our work aligns with the above partners.
3. We have created a shared employability strategy, with clear ambitions demonstrating where we can maximise our impact and add the most value. The overall aim of the strategy is to:

**Connect City opportunities with the talent of Londoners to reinforce City competitiveness and support London communities.**

**Proposals**

4. An outline Employability Framework was agreed by Policy & Resources Committee in February 2016. This framework (which can be found in the Employability Strategy at Appendix 1) has now been developed into a full strategy with associated actions and measures.
5. The strategy has been developed using analysis to further understand the issues that face London and identify the activity that City Corporation can undertake to address the challenges.
6. The development of the strategy has been led by the internal Employability Group and has involved departments across the Corporation as well as City Bridge Trust and Central London Forward. The strategy applies both to City Corporation externally-facing programmes and to internal activity, including what we do as an employer. The priorities and actions proposed in the strategy fully align with and complement those in the Education Strategy, the Culture Mile Learning programme, and the City Bridge Trust's *Bridge to Work* programme.
7. By working in a coordinated and focussed manner across these themes we aim to achieve:
  - a reduction in London's unemployment
  - better progress in training and employment for school students
  - more access to employment opportunities in entry level roles in the City and its supply chain
  - more apprentices employed in City firms (as well as the City Corporation)
  - greater workforce diversity in the London workforce, in Financial and Related Professional Services (FRPS) and in the City Corporation
8. To achieve our overall ambitions for the strategy we will:
  - a. **Focus** our resources on fewer activities, meaning we can have a greater impact
  - b. Be a **leading voice** on issues of concern and encouraging others to make positive change.
  - c. Implement **innovative** solutions and new approaches
  - d. Work across the City Corporation (and wider family) to **coordinate** our efforts and messages
9. In the first year the priority activities will be:
  - Supporting schools with work related learning activity and awareness of the world of work.
  - Encouraging City businesses to secure employment opportunities through their supply chain
  - Supporting FRPS employers to create apprenticeship opportunities (pilot programme)
  - Promotion of good recruitment practices to City employers



- Employing 100 apprentices in the City Corporation.

## **Corporate & Strategic Implications**

10. The Employability Strategy directly delivers two of the outcomes of the emerging Corporate Plan:

- People live enriched lives and reach their full potential
- The City nurtures and has access to the skills and talent it needs to thrive

and also supports the promotion of the City as the best place in the world to do business. The areas of activity proposed in the strategy are designed explicitly to address inequality of opportunity and the restriction diversity in the labour market.

11. Development of the strategy was managed by Prosperity Group via an employability sub-group. It is proposed that monitoring of progress against strategy is undertaken by Corporate Steering Groups. People, Prosperity and Strategic Resources Groups will monitor outcomes as shown in section 4 of the strategy, reporting annually against a dashboard of indicators to Summit Group. Final oversight will sit with Policy & Resources Committee with input from Education Board.

12. Activity outlined above is contained within departmental business plans.

## **Conclusion**

13. This cross-Corporation strategy sets out a clear approach for the City Corporation to connect opportunities in the City and the jobs it generates with the talent of Londoners thereby reinforcing City competitiveness and the London economy while supporting London communities.

## **Appendices [See Supplementary Pack]**

- Appendix 1 – Employability Strategy 2017-2020

## **Background Papers**

*Developing a Framework for City of London's Work on Employability* (Policy and Resources Committee - 18 February 2016; Education Board - 3 March 2016; Community and Children's Services Committee - 11 March 2016).

### **Claire Tunley**

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<b>Committee</b>	<b>Dated:</b>
Community and Children's Services Education Board	6 July 2017 20 July 2017
<b>Subject:</b> City of London Corporation's Apprenticeships Programme	<b>Public</b>
<b>Report of:</b> Director of Community and Children's Services	<b>For Information</b>
<b>Report author:</b> Barbara Hamilton, Community and Children's Services	

## Summary

The City of London Corporation confirmed its commitment to delivering 100 apprenticeships across its departments in 2017/18. This level will be maintained each year. This report provides an update on progress to meet that commitment.

Following a departmental internal skills audit which took place during autumn 2016, COLC managers identified their apprenticeship needs. The recruitment of the first of four annual cohorts was completed in April/May 2017. The service received approximately 800 applicants for a total of 39 apprenticeships. Of these, 29 positions have been filled in the first cohort and 10 positions have been extended into the second cohort.

The first cohort of new apprentices attended an induction session at Guildhall in June 2017. The marketing campaign for the second cohort of 43 apprentices will focus strongly on school leavers in summer 2017. The campaign is currently underway.

## Recommendation

Members are asked to note the report.

## Main Report

### Background

1. The COL's programme is set against a background of apprenticeship reforms which came into effect in the spring of 2017. Changes to government policy introduced an 'apprenticeship levy' of 0.5 per cent of COL's gross pay bill. There is also a requirement that apprentices make up more than 2.3 per cent of the public sector work force.
2. This report provides an update to Members. It explains the actions which have been taken to market, promote and engage the first apprentice cohort. There have been some lessons learnt and actions put in place to address any areas for development.

### Current position

3. **All first cohort apprentices have been assigned Educational Skills Funding Agency (ESFA) approved qualifications, Standards or Frameworks. Training programmes have been planned for all apprentices recruited in the first cohort.** A similar process will be followed for all those in future cohorts.

4. The COL apprentice programme has successfully completed the first recruitment, interview and selection campaign for all departments that advertised vacancies.
5. The aim is to continue to improve on the current 'Good' provision to 'Outstanding'. To achieve this, the service is taking a more detailed look at additional skills support for apprentices and their line managers. The aim is to achieve the COL's ambition to be an exemplar in the recruitment, training and development of apprentices.

## **Implementation**

6. The original internal audit of apprentices required for departments identified approximately 104 potential vacancies. The table in Appendix 1 shows a breakdown of apprentices recruited for the first April cohort, and their associated department.
7. A small number of departments have a more specialist apprentice requirement and they have been unable to identify suitable candidates in the first cohort. They have therefore decided to transfer their vacant positions into the summer cohort.
8. The COL's internal apprenticeship team is responsible for the delivery of this programme. The employer-provider model is being used and the delivery is supported by a cross-department steering group.
9. A signed Service Level Agreement is now in place to monitor the overall quality and delivery of the service.
10. The COL apprenticeship service works closely with managers to ensure that they fully understand the implications of working with young inexperienced apprentices.
11. The COL apprenticeship service has also facilitated two training information workshops for managers. The purpose of these workshops was to provide information and guidance to support the start of their apprentice/s. These sessions have proved to be useful to managers; The service is in the process of producing a manager's guidance booklet. This information will support the apprentices training requirements.
12. Employment/apprentice contracts have been given to 20 of the 29 apprentices (as of 21 June 2017). Nine contracts remain to be issued. The delays are largely due to the slow return of individual references for candidates. The training dates have also been planned – managers are fully aware of the day release/block release training requirements as they form an essential part of the apprenticeship programme.
13. This aspect of the programme is fully supported by COL's Human Resources team.
14. The first induction event for all first cohort apprentices, some managers and senior COL officers has now taken place. The event was recorded by London Live and promoted through internal media channels. The advertisement for vacancies for the second cohort will be posted shortly.
15. Discussion is taking place with some departments about the recruitment campaign for the third apprentice cohort. The aim is to prepare the promotional campaign for late autumn 2017.
16. The COL programme beginning in May 2017 has successfully recruited the first of its four cohorts across the year. Although the initial focus has been on recruiting

apprentices at Levels 2 and 3, apprentices have the opportunity to engaging with a programme that is likely to develop higher level apprenticeships in future years.

17. The service continues to receive a number of expressions of interest from external businesses seeking support for the delivery of their own apprenticeships. While the apprenticeship service continues to support a number of existing business clients to deliver apprentices the current priority is to focus on the COL's apprenticeship target of engaging and retaining 100 apprentices in 2017/18 .
18. The service is currently able to offer initial advice to potential new business clients and records any expression of interest. Recruiting 43 new apprentices for the Corporation programme over the next two months will be very resource intensive but if this is successfully completed officers would be happy to review the current position in relation to external businesses and report back to committee.
19. The support systems such as the correct End Point Assessment organisation are now in place for all internal training courses. The online tracking and monitoring arrangements for all relevant course areas are now in place. Managers will be invited to attend training workshops to learn how to maximise the use of this system.

### **Corporate & Strategic Implications**

20. The approach to deliver the COL apprenticeship programme as set out in this report supports the priorities and delivery of the Corporate Plan, Education Strategy, and Children and Young People's Plan. It is also integral to the forthcoming Employability Strategy that has been discussed at Policy and Resources Committee.

### **Conclusion**

21. This report provides an update of the progress towards achieving the new COL annual target of 100 apprentices. The delivery approach has worked well so far. The planned recruitment target for the first cohort of apprentices was 25, and this has been exceeded with a total of 29 apprentices accepting offers of employment and training. The Apprentices Safeguarding induction has taken place and training courses and start dates have been assigned to each apprentice.
22. A report was presented to committee in January 2017 requesting additional support for staff resources to expand the apprenticeship service. This support was made available and, as a result, the service is able to deliver a more comprehensive support service to managers and apprentices.
23. The service will evaluate the activities from the first cohort and put in place strategies for continuing improvement.

### **Appendix 1 - Breakdown of second cohort.**

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## Appendix 1

### Table showing the planned demand for the second apprentice cohort.

The target number to be recruited for July is 43 The process for marketing these vacancies is already in place.

A large majority of apprentices who have been recruited from the first cohort have either already started their apprenticeship or are due to start within the next few days.

Apprentice Recruiting Departments	Appointed Cohort 1	Planned Cohort 2
Community and Children's Services	3	3
City Bridge Trust	0	1 (carryover from April Cohort)
Open Spaces	0	12
Chamberlain's	2	0
Barbican	4	5
City Police	2	6 (carryover from April Cohort)
City Information Centre	0	1 (carryover from April Cohort)
Town Clerk	1	0
Built Environment	0	2
Freemans School	0	2
Tower Bridge	2	2 (carryover from April Cohort)
Remembrance	1	0
Port Authority	2	0
City Surveyors	1	0
Guildhall Business Library	1	1
Guildhall School of Music and Drama	3	3
HARC	7	0
Billingsgate Market		1
Spitalfields Market		2
City of London Girls School		2
Total	29	43

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