

EDUCATION BOARD

Thursday, 18 March 2021

Minutes of the meeting of the Education Board held virtually on
Thursday, 18 March 2021 at 11.00 am

Present

Members:

Caroline Haines (Chair)	Alderman Nicholas Lyons
Deputy Philip Woodhouse (Deputy Chairman)	Ruby Sayed
Randall Anderson	Rachel Bower
Alderman Sir Peter Estlin	Tim Campbell
Alderman Robert Howard	Deborah Knight
Shravan Joshi	

In Attendance

Officers:

Emily Garland	- Town Clerk's Department
Polly Dunn	- Town Clerk's Department
Mark Jarvis	- Chamberlain's Department
Anne Pietsch	- Comptroller and City Solicitor's Department
Anne Bamford	- Department of Community & Children's Services
Gerald Mehrtens	- Department of Community & Children's Services
Daniel McGrady	- Department of Community & Children's Services
Barbara Hamilton	- Department of Community & Children's Services
Natasha Hanckel-Spice	- Department of Community & Children's Services
Catherine McGovern	- Department of Community & Children's Services
Fatema Chowdhury	- Department of Community & Children's Services
Roland Martin	- City of London Freeman's School
Jenny Brown	- City of London School for Girls
Andrew McBroom	- City of London School

Observers:

Sharon Ament	Museum of London
Beth Crosland	Museum of London
Rosemara Mather-Lupton	Museum of London
Sean Gregory	Barbican
Mark Emmerson	City of London Academies Trust
Ann Holmes	

1. **APOLOGIES**

Apologies for absence were received from the Rt. Hon. the Lord Mayor, William Russell, Benjamin Murphy and Tijs Broeke.

Alderman Sir Peter Estlin issued apologies in advance for departing the meeting early.

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

In respect of Item 24 on the agenda, Alderman Nicholas Lyons noted his membership of the Educators' Company and his intention to abstain from voting due to both candidates also being members.

3. **PUBLIC MINUTES**

The public minutes and summary of the meeting held on 28 January 2021 were approved as a correct record subject to the following amendments:

- The wording of the vote of thanks to outgoing Chair, Ann Holmes, be included.
- The attendance be amended to include Alderman Robert Howard, who was present at the meeting.

4. **OUTSTANDING ACTIONS**

Members received a report of the Town Clerk regarding outstanding public actions of the Board.

- 17/2020/P - The Chair explained that due to changes in schooling assessments and results timetables it was felt that the July Education Board meeting should be moved to earlier in the month. A meeting date of 11am on Thursday 1st July had been identified as a suitable date. Members were advised that, subject to any strong objections sent to the Clerk after the meeting, this date would be confirmed as soon as possible.
- City of London Academies Trust Appointment - Due to the Deputy Chairman's conflict of interest, as discussed in the previous meeting, the Board were invited to endorse the Deputy Chairman's nomination of Alderman Robert Howard as Company Member to the City of London Academies Trust.

RESOLVED, that:-

- The report be noted.
- The Deputy Chairman's nomination of Alderman Robert Howard as Company Member to the City of London Academies Trust, be endorsed

5. **NOMINATIONS SUB-COMMITTEE MINUTES**

The public minutes of the Nominations Sub-Committee meeting held on 16 February 2021 were noted.

6. **COVID-19 UPDATE**

The Director of Community & Children's Services was heard relative to the COVID-19 update. The following points were noted:

- While many continued to operate during lockdown, schools had returned fully from 8th March 2021.
- Early data had shown that both pupils and staff had been very positive to return and schools were having high attendance, with around 95% of pupils attending. No new cases of COVID-19 had yet been reported across the schools.
- Lateral flow testing was taking place twice a week for pupils and staff in secondary schools, and for staff only in primary schools.
- Face coverings were encouraged in all areas for secondary staff and pupils. This was not the case in primary schools although staff and visitors were encouraged to wear them in communal areas. The wearing of masks could not be mandated, and schools were not permitted to change the uniform policy to include masks.
- Regarding the spring and summer examinations, the government confirmed that in summer 2021, students taking GCSE, AS and A levels regulated by Ofqual, would be awarded grades based on assessment by their teachers. This also applied to the awarding of vocational, technical, and other general qualifications.
- Students were due to receive their results for A/AS levels on the 10 August 2021 and GCSEs on the 12 August 2021, a week earlier than in previous years. There would be no formal publication of results.
- Additional support and resources were being made available for mental health and wellbeing support for both pupils and staff.

The Board thanked everyone involved in ensuring the continued provision of education within the City's Family of Schools.

RESOLVED, that the update be received.

7. **EDUCATION ACTIVITIES UPDATE**

Members received a report of the Director of Community and Children's Services regarding an update on the City's educational activities.

Members heard a presentation by a Level 3 Business and Events Apprentice, within the Education Unit, highlighting the following points:

- The Education Unit alongside Chess in Schools and Communities hosted the annual Chess Tournament virtually with over 80 pupils joining.
- There had been an increased emphasis on mental health within the schools and the wider community. The Education Unit supported the delivery of Suicide Prevention Awareness sessions organised by the Public Health team and delivered by the suicide prevention charity, PAPYRUS.
- The Debating Tournament had been moved to April 2021 so as not to coincide with the reopening of schools in March. Members were invited to join this should they wish to do so.

- The Find Fusion website had gone live and a formal launch was planned for after the Easter break.
- The Midterm Strategy Review research had been completed and a report on this would be submitted to the May meeting of the Board.
- Most events in the 2020-21 programme had not been cancelled but instead had taken place virtually.

Discussion took place as to the positive experience of the apprentice during their time at the Corporation and the Chair thanked her for her presentation.

A Member enquired whether cultural activities could be made available to educational foundations outside of the family of schools, in particular those supported by the Lord Mayor. The Strategic Education and Skills Director explained that while some remained exclusive to the family of schools, some events were already being made available to the wider schools and community.

Members were informed of a grant received by the Corporation to support a project designed to attract socially and ethnically diverse young people into creative careers. In collaboration with Lewisham and Westminster Councils, the project involved the creation of a film focusing on back end jobs in the film industry, where there is growth and supply in the labour market, to encourage 11-14 year olds and their parents to consider creative roles.

RESOLVED, that the report be noted.

8. EDUCATION BOARD BUDGET UPDATE 2020/21

Members received a report of the Director of Community and Children's Services regarding the Education Board Budget update 2020/2021.

RESOLVED, that the report be noted.

9. TACKLING RACISM TASKFORCE - EDUCATION WORKSTREAM UPDATE

Members received a joint report of the Town Clerk and the Director of Community and Children's Services regarding the education workstream recommendations of the Tackling Racism Taskforce.

The Strategic Education and Skills Director began by providing a summary of the report, highlighting that while action is already being taken to tackle racism in the education providers it should not allow for complacency.

The Chair highlighted the three key recommendations surrounding diversity, education and engagement and invited Members to comment.

The following points were made:

- Clarity should be sought as to how to delegate these actions going forward, in order to achieve the recommendations.
- Success was reliant on the actions of the relevant governing bodies and as such, thought should be given as to how the Education Board could set principles and encourage other Boards to adopt these. It was

suggested that a pledge or Schedule of Responsibilities could be considered.

- It was suggested that the Board should develop short, medium and long term action plans in relation to the recommendations.
- The terms 'diversity', 'racism' and 'inclusion' were felt to be too broad. Issues of racism vary between schools and more specificity of challenges, outcomes and time scales would help more useful recommendations of practice to be made.
- Some felt focus should be placed on the educational attainment of all students rather than the diversity of the student body.
- Regarding work experience, the Corporation should improve partnerships with companies that focus on increasing social mobility through work experience.
- Some felt focus should be placed on lifelong learning of alumni to the family of schools and how support can be offered throughout further education.
- It was felt that alumni networks could provide diversity, with some Boards having requirements for a number of Governors to represent the alumni.
- One Member felt that the alumni programme should be managed by each individual school to allow more effective use of and support to the alumni network.
- It was highlighted that the recommendations did not include the need for collaboration across the family of schools. It was felt that schools could greatly benefit from the learnings of others and that collaboration could result in more sustainable progress. A cross-school unit could be formed to address this.
- It was argued that school staff were better placed to suggest practical recommendations than governing bodies. Headteachers of City of London Academy Trust (CoLAT) schools had committed to analysing current practice within their schools and making recommendations to the Trust Board.
- It was highlighted that unfortunately some challenges are a result of societal issues which cannot be controlled by the Board, only mitigated.

RESOLVED, that the report be noted.

10. **TOMLINSON REVIEW UPDATE**

The Chair was heard relative to the Tomlinson Review update. The following points were noted:

- Sufficient progress had been made since the last meeting as the deadline for input of views approached. The Chair thanked all those who had contributed.
- A report was being drafted to be submitted to the April meeting of Policy & Resources, before being submitted to the Education Board for information. This was due to the Tomlinson Working Party having been established by Policy & Resources.
- Two key constraints had been identified: the 12% budget cuts and the projected growth of the academies.

Discussion took place regarding budget cuts in the next financial year, with several Members supportive of reassessment.

RESOLVED, that the update be received.

11. GOVERNOR APPOINTMENTS UPDATE

The Chair requested that Item 11 and Item 12 be considered together.

12. GOVERNOR SUCCESSION PLANNING AND RECRUITMENT

Members received reports of the Director of Community and Children's Services regarding the appointment of a Governor to the Local Governing Bodies (LGB) of City of London Academies Trust (CoLAT) and the Governor recruitment and planning processes for LGBs across the ten City of London academies.

Members noted that Randall Anderson had been appointed to the LGB of The City Academy Hackney and that this had been ratified by the CoLAT Board of Trustees since the last meeting of the Education Board.

The Director of Community and Children's Services explained that the strategic interest of the Board commits to effective leadership and good governance across the family of schools. Succession planning was therefore important as it enabled an appropriate mix of skills and experience from governing bodies allowing them to be diverse and represent the school communities that they served. It also ensured that no gaps or long-standing vacancies existed and that governing bodies were compliant with all national and local policies. Members were informed that the report focused on the CoLAT Board as responsibility for appointment processes for the Independent Schools was assigned to the relevant governing Boards.

Recommendations were made, in consultation with CoLAT, for continual development of the process. Members were reminded that these had been previously shared with the CoLAT Board but were invited to provide comments.

Several Members expressed support for expertise to be shared across the family of schools with the Head of the City of London Freeman's School adding that cross fertilisation across the leadership teams would be helpful. It was also suggested that Governors could be encouraged, where capacity allowed, to sit on more than one Board to facilitate this.

The Director of Community and Children's Services highlighted the work of the Education Unit, in collaboration with the Volunteering Network, to encourage staff to volunteer for governing roles.

A Member highlighted that the Corporation also nominated Governors for schools outside of the family of schools, including Christ's Hospital and King Edward's Witley, and added that it may be beneficial for Members to be more aware of their commitment to these schools.

The Director of Community and Children's Services confirmed that the Education Unit could consider how better to engage with the wider school network.

Another Member expressed support for working in collaboration with senior leadership teams to identify the skills and experience required for vacancies. It was suggested that cultural alignment to the School's, Trust's and Corporation's objectives and aims would result in a more cohesive approach by Boards.

RESOLVED, that the reports be noted.

13. COMMUNITY AND PARTNERSHIPS REPORTS OF CITY INDEPENDENT SCHOOLS

Members received partnership reports from the Heads of the City of London School, the City of London School for Girls and the City of London Freeman's School.

A representative from each of the schools presented their reports, highlighted key developments and areas of focus for the forthcoming year.

- a) **City of London School - Working in Partnership 2020**
- b) **City of London School for Girls - Working in Partnership 2020**
- c) **City of London Freeman's School - Community and Partnerships Report 2020**

It was agreed that the reports would be circulated to Members of the wider Court and shared on the Livery Committee website, to promote the community and partnership work of the schools.

RESOLVED, that the reports be noted.

14. ACADEMIES DEVELOPMENT PROGRAMME UPDATE

Members received a report of the Director of Community and Children's Services providing an update on the progress of the Academies Development Programme.

RESOLVED, that the report be noted.

15. REVIEW OF FUNDING TO THE GUILDHALL SCHOOL OF MUSIC & DRAMA FOR SCHOLARSHIPS

Members considered a report of the Principal of the Guildhall School of Music & Drama regarding a review of funding to the Guildhall School Trust for Scholarships.

It was noted that in response to a request from the Board, an annual impact report had been produced to assess the impact of funds to the school and the scholarship recipients. The Board thanked the Guildhall School of Music & Drama for fulfilling their request.

It was clarified by the Town Clerk that the decision for approval of the grant continuation to 2021/22 was to be made by Policy & Resources.

RESOLVED, that:-

- The School's impact report on the use of the £30,000 grant in 20/21 be approved as satisfactory.
- Continuation of the grant to 2021/22, to be approved by Policy & Resources, be endorsed.

16. CULTURE MILE LEARNING UPDATE

Members received a report of the Director of Community and Children's Services regarding Culture Mile Learning.

Members heard a presentation by officers in Culture Mile Learning providing an update on its activities since the last update to the Committee in November 2020.

A Member enquired as to whether data on impact measurements could be provided. It was confirmed that such data would be provided at a future Board meeting, as per the annual reporting cycle.

It was requested that the slides be circulated to Members after the meeting.

RESOLVED, that the report and presentation be noted.

17. SKILLS STRATEGY UPDATE

Members received a report of the Director of Community and Children's Services regarding an update on the delivery of the Skills Strategy 2018-2023 over the 2020/21 Academic Year.

The Director of Community and Children's Services began by providing a short overview of the report's content, including updates on the delivery of Skills Forums, work to strengthen Industry and Livery partnerships, and progression of the Adult Community Learning service.

A presentation was heard providing further information regarding the London Careers Festival, due to take place from 28 June to 2 July 2021. This year's Festival was to take place virtually working in collaboration with several large organisations such as NatWest and Bloomberg and would work with ELSA Education to ensure measures were in place to engage young people with special educational needs and disabilities. Apprenticeship forums were to take place at the Festival with two webinar sessions featuring presentations by City of London apprentices followed by a Q&A session for pupils.

Members were invited to engage with the Festival's social media presence.

RESOLVED, that the report and presentation be noted.

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

There were no questions.

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

There was one item of urgent business.

Livery Skills

The Deputy Chair provided an update on the Livery Skills initiative, explaining that the Livery Committee were due to hold a session on 21 April 2021 with a varied panel. So far there had been substantial engagement with over 100 RSVPs. Further updates would be provided to the Board in due course.

20. **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.

12.57 – Members voted to extend the meeting under Standing Order 40.

21. **NON-PUBLIC MINUTES**

The non-public minutes of the meeting held on 28 January 2021 were approved as a correct record.

22. **NON-PUBLIC OUTSTANDING ACTIONS**

Members received a report of the Town Clerk regarding the Board's non-public outstanding actions.

23. **NOMINATIONS SUB-COMMITTEE MINUTES**

The non-public minutes of the Nominations Sub-Committee meeting held on 16 February 2021 were noted.

24. **APPOINTMENT OF A CO-OPTED MEMBER OF THE EDUCATION BOARD**

RESOLVED, that Mary Robey be appointed to the Education Board, effective immediately, for a one-year term expiring in March 2022.

25. **UPDATE ON COLAT SIXTH FORM STRATEGY**

Members received a verbal update on the CoLAT Sixth Form Strategy.

26. **GW6: COLPAS GALLEYWALL PRIMARY ACADEMY**

This item had been withdrawn.

27. **NON-PUBLIC APPENDICES: ACADEMIES DEVELOPMENT PROGRAMME UPDATE**

The non-public appendices were received in conjunction with the report of the Director of Community and Children's Services at Item 14.

28. **NON-PUBLIC APPENDIX: REVIEW OF FUNDING TO THE GUILDHALL SCHOOL OF MUSIC & DRAMA FOR SCHOLARSHIPS**

The non-public appendix was received in conjunction with the report of the Principal of the Guildhall School of Music & Drama at Item 15.

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

There were no questions.

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

There were no items of urgent business.

The meeting ended at 1.09 pm

Chairman

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