

Annual Action Plan
September 2019-July 2020
Education, Skills and Cultural and Creative Learning

Overall Action	Key Actions	Key events/milestones	Budget Allocation (not including central team salaries)
Deliver exceptional quality education in the Family of Schools that meets the challenges and skills requirements now and in the future.	<p>Classroom lessons inspire and challenge pupils.</p> <p>Benchmarking of best practice across London to improve the City School education offer and ensure quality.</p> <p>High levels of lifelong learning are evidenced by leaders, teachers and pupils.</p> <p>A framework of clear accountability, challenge and support exists for the Family of Schools and standards are reported to the Education Board.</p> <p>Governors are up to date with latest statutory requirements and good practice and advice and training is provided for governors to ensure that our schools are compliant with the arrangements necessary for good governance and accountability within our schools.</p> <p>An outstanding 6th Form offer has been developed across the Family of Schools</p> <p>Improvement in the progress of pupils at risk of educational disadvantage so that it exceeds the progress of those pupils not at risk and surpasses</p>	<p>Annual data collection ensures exceptional progress for all pupils (E)¹.</p> <p>Annual monitoring and reporting of school exclusions with desired performance to always be zero (E)</p> <p>Annual external scrutiny meeting for all academies (E)</p> <p>Annual monitoring of place planning to ensure that school places are being provided in areas of need (E)</p> <p>Application through PIP funding for a specialist data officer (E)</p> <p>There is continued provision of learning support services and resources which promote wellbeing amongst pupils, including counselling services (E)</p> <p>A training programme for middle leadership (E)</p> <p>Termly Headteachers' Forum and annual conference (E)</p> <p>(At least) twice yearly school visits/impact visits to all academies (E)</p> <p>Ofsted inspections reported to Education Board (E)</p>	<p>1m (City Premium Grant)</p> <p>200K (City Premium Grant)</p> <p>1K</p> <p>0K</p> <p>0K</p> <p>100K (City Premium Grant)</p> <p>10K</p> <p>6K</p> <p>TBC</p> <p>0K</p>

¹ The letter in brackets indicates the lead area of responsibility (E) = Education; (C) = Culture; and, (S) = Skills

	national and local averages, including for high ability pupils.	A review of Sixth Form provision has been conducted across the Family of Schools with recommendations for future partnerships and configurations (E)	1K
	Continued provision of enhanced and efficient learning support services, to support pupils and improve social mobility.	Annual monitoring and reporting of school admission arrangements to ensure our schools are reaching the target communities (E)	0K
		Strong governance frameworks and appointment processes are in place.	0K
		A termly forum occurs for the Chairs of Governors and co-sponsors to meet to share information and develop working practice and expectations across the family of schools (E)	1K
		Termly governor training events have occurred, and they are well attended and relevant (E)	5K
		Review of school counselling service provisions (E)	2K
		Review of approaches to income generation within the City Family of Schools and areas for improved efficiency through sharing support services (E)	55k
		Investigate the potential for sharing the model and expertise of City schools (E)	3K
High quality exposure to the world of work at all stages of education to enable pupils to make	A comprehensive creative careers strategy is delivered to all pupils in the Family of Schools.	A time-limited position to audit, map, review and quality assure the safeguarding strategy across the Family of Schools, developing collaboration, information sharing and best practice sharing between schools (E)	37K
	Collaborate with the Livery Companies and businesses to build on the work they are doing in	London Careers Festival to be held (S) A link governor for skills and employability is on each governing body and a link staff member from each of the Family of Schools participate in a termly Skills Forum to ensure that they have a	50K 14K

informed career choices	<p>the skills area to establish an education to business hub to deliver a coordinated programme of work placements for pupils and teachers in the Family of Schools.</p> <p>Work experience is a sequential induction to the world of work from Early Years, becoming more formalised as pupils get older.</p> <p>Pupils are exposed to professionals working in the creative and cultural industries including dancers, musicians, writers, makers, designers, and the range of production and post production entrepreneurs and creatives.</p> <p>All pupils in the Family of Schools will be able to hear from and be inspired by artists and creative professionals across a range of fields in each year of their schooling.</p>	<p>published careers policy and curriculum and regularly scrutinise implementation and impact (S)</p> <p>Good quality work experience placements are open to all pupils in the Family of Schools, regardless of their background or personal connections to businesses and work placements are well-planned and ensure pupils are engaged in interesting tasks and get experience that they can apply when they start looking for employment (S)</p> <p>Self-employment and ‘solopreneurs’ trends are reflected in work experience offers (S)</p> <p>Clear progression routes exist for talented arts pupils into cultural and creative employment, including apprenticeships (S)</p> <p>Pupils interested in careers in medicine and law are supported to participate in practice entry tests (E)</p> <p>Learners at all stages have exposure to professionals working in the creative and cultural industries including dancers, musicians, writers, designers, makers and the range of production and post-production professions (C)</p>	<p>10K</p> <p>0K</p> <p>0K</p> <p>5K</p> <p>15k (Culture Mile Learning Grant)</p>
Provide an educational experience that enriches and inspires through access to the learning opportunities that the City’s cultural, heritage and environmental assets offer, combining creativity, innovation and enterprise	<p>To ensure that pupils have a voice in arts and cultural decision making including the participation of the Family of Schools’ pupils in Youth panels (e.g. the Barbican Youth Panel, Museum of London Youth Panel, City of London Youth Board).</p> <p>Create an ambitious programme for progressive music education in all our schools, and performing arts education programme, to support London’s Music Hubs and local Cultural Education Partnerships, in preparing the ground for the proposed Centre for Music, Museum of London and wider Culture Mile Learning ambitions.</p>	<p>A Culture Forum meets three times per year including the appointment in each school of both a cultural governor and a cultural lead teacher/adviser (C)</p> <p>Review and develop talent pathways for pupils in the Family of Schools ensuring that there are clear and delineated access routes into further opportunities and no examples of talented pupils not having the ‘next steps’ to develop their interests and skills (C)</p> <p>All pupils in the Family of Schools from early years through to post 16 receive sequential and high quality cultural and creative learning with sustained education in and through the arts and</p>	<p>14K</p> <p>7K</p> <p>200K (City Premium Grant)</p>

alongside tradition and continuity.	<p>Develop relationships with other local Cultural Education Partnerships and cultural destinations to join-up resources, deliver shared ambitions, and maximise the cultural and heritage assets of the City of London.</p>	<p>culture with a strengthened role of music and the performing arts (C)</p> <p>Expand the young musical leaders programme to promote further outreach to Primary Schools (C)</p> <p>Children and young people perform in professional quality venues at least three times per year to encourage sharing with families (E)</p> <p>Convene an annual meeting of other London, national and international cultural venues and cities of innovation (C)</p> <p>An online portal has been developed to create a 'one-stop shop' to more readily access the outstanding cultural and historical resources to enrich the creative experience of London's learners and to maximise the availability and impact of learning assets being developed. Establish a digital hub of learning and communication to enable knowledge and skills exchange and the development of a change community of peer learning (C)</p> <p>The Schools Visits Fund maximises access to the Culture Mile Learning by London's pupils and at least 100 schools per year use the fund (C)</p> <p>There are clear lines of governance, accountability and business planning for Culture Mile Learning, ensuring robust and regular impact measurement and reporting (C)</p>	<p>5K</p> <p>10K</p> <p>5K</p> <p>40K</p> <p>30K (Culture Mile Learning Grant)</p> <p>130K (Culture Mile Learning Grant)</p>
Deliver high quality adult education, training and apprenticeships.	<p>ASES to continue to improve the learning experience and the success of learners, the services and resources to promote wellbeing amongst learners, while delivering academic excellence in learning, teaching and knowledge exchange.</p>	<p>Successfully deliver apprenticeships for the City of London Corporation and others (S)</p> <p>Annual monitoring to continue the outstanding apprenticeship completion rates, remaining above 95% (S)</p> <p>Annual reporting of achievement of an 100% destination and progression pathway for apprentices (S)</p>	<p>160K</p> <p>0K</p> <p>0K</p>

	<p>Develop innovative approaches to learning and teaching for industry-relevant courses including work-based learning and apprenticeships.</p> <p>Enhance the apprenticeship and adult learning experience by creating a sense of belonging through collaborative learning and social interaction, and by ensuring that our learners are partners and co-creators in academic activity and governance.</p> <p>Continue to excel in providing progression routes.</p> <p>Every apprenticeship will be a high-quality opportunity that delivers the skills, knowledge and behaviours that employers are looking for.</p> <p>Improve the learning experience and learning outcomes for learners impacted by disadvantage.</p>	<p>Annual monitoring of an increase in the uptake of adult education courses by City of London residents (S)</p> <p>An increase the effective use of ICT in teaching, learning and assessment (S)</p> <p>Annual monitoring to assess an increase the proportion of apprentices from Black, Asian and Minority Ethnic (BAME) backgrounds by 20% (S)</p> <p>Review planning and resource allocation so that ASES continues to provide exceptional value for money while ensuring a closer alignment to strategic priorities (S)</p> <p>Pilot test a supply chain strategy model within one industry group (S)</p> <p>There will be clear progression routes through technical and professional education and into skilled employment, including apprenticeships (S)</p>	<p>0K</p> <p>15K</p> <p>0K</p> <p>0K</p> <p>5K</p> <p>2K</p>
<p>Learning experiences promote the development of 21st century ‘fusion skills’, through programmes that are a mix of academic, creative, digital and emotional learning.</p>	<p>Reception through to post school age, City Corporation schools provide the pupils with sustained vocational education throughout the school day, building core behaviours and fusion skills that businesses want.</p> <p>Pupils in the Family of Schools and beyond have access to the information, advice and experiences to progress into fulfilling careers, including in the creative industries and City sectors requiring Fusion Skills.</p> <p>Ensure that technical and employability skills, including digital, future, and fusion skills are integral to the City Corporation’s educational offer.</p>	<p>A high profile and international fusion skills event is held on an annual basis to raise the profile of the fusion skills agenda, learn from national and international cities from their approach, and encourage information and knowledge sharing between partners (C)</p> <p>Fusion skills pilots have been established in the Family of Schools and these are evaluated and reported to the Education Board (E)</p> <p>A fusion skills assessment tool has been developed and trialled (S)</p> <p>A Challenge Prize has been awarded to identify and explore further models to pilot how fusion skills can be most effectively developed (C)</p>	<p>15K</p> <p>200K (City Premium Grant)</p> <p>80K</p> <p>100K (Culture Mile Learning Grant)</p>

	<p>Additional funding is available to develop 'fusion' skills - the so-called higher order, 'soft' skills needed for future world of work and society more generally.</p> <p>The City Family of Schools are innovative and inspiring places to learn where practices are research informed, and where the schools take risks and to pilot new and original approaches.</p>	<p>CPD training ensures that teachers of non-arts subjects have approaches and methods for including the arts and culture in lessons to enhance innovation, interest, practical leaning, enjoyment to boost the pupils' enjoyment of learning and success (C)</p> <p>Pupils in the City Family of schools attend high profile functions including prefects' dinner, subject dinner, debating, sporting and leadership days, City No. 3 breakfasts, chess competitions, essay competitions, Lord Mayor's parade, concerts, and other events (E)</p> <p>A high-level audit is conducted of the current skills, expertise, and existing practice around fusion skills to understand needs and alignment, and to use this knowledge to create CPD for teachers, artists, and cultural practitioners to improve leadership across Culture Mile Learning partners and schools in the development of fusion skills (C)</p>	<p>30K (Culture Mile Learning Grant)</p> <p>45K</p> <p>15k (Culture Mile Learning Grant)</p>
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