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| Committee: Board of Governors for the City of London School for Girls | Date: 2 December 2019 |
| Subject: Report of the Headmistress | Public |
| Report of: Jenny Brown, Headmistress | For Information |
| Report author: Alan Bubbear, CLSG | |

Recommendation(s)

Members are asked to:

- Note the Report

Main Report

Strategic Review

1. It has been a very busy and productive second half of term thus far (with two weeks still to go and the cultural frenzy that is the CLSG end of Christmas term still to come). We are delving with the staff and pupils into the School's core values as a preliminary to shaping the direction over the next 12 months in the school's strategic plan.
2. One workshop with all staff elicited some really interesting responses about what the school was. I asked them what they felt the school values were: Respect, curiosity, ambition, ethical, diverse, inclusive, collaborative with a 'culture of relaxed excellence' (a tremendous phrase!)
3. They are most proud of 'the collaboration' the diverse and inclusive pupil body, that has a 'willingness to learn' that pupils are down to earth and kind and that there is an appreciation of the exceptional environment here', the 'unpretentious student body', who are 'enthusiastic' and the 'energy and buzz of the school'. Perhaps most pleasingly, it is 'a happy place to be'.
4. In the same meeting we began a group discussion on Partnership work and why this matters so much.
5. Next steps: The RS Academics School Pulse survey is now with parents, pupils and staff and we will use this to see what the priorities are for the school's stakeholders. We are now working with small groups of staff on the partnership plans and are thinking of ways of bringing students into the generation and review of strategy.

6. I have commissioned a few days' consultancy work from the Former Director of HR and Bursar at St Paul's Girls School to help us to consider the efficiencies and modernising of our office functions. We are exploring the needs of our development and marketing and alumni offices and establishing whether the level of administrative support for our deputy heads is sufficient.

East London Consortium

7. I had a productive meeting with my East London Consortium colleagues early in November. We agreed that we could all share the different but excellent practice that is going on in our schools in coaching. We propose to offer visiting days for staff to come and shadow staff in other schools to refine our own provision.
8. We agreed to offer access to a few lessons for targeted highly able students in particular subjects, particularly STEM subjects, so that they have access to more peers at their level.
9. A-Level Teachers' programme – agreed to offer provision for inexperienced A level teachers to come and shadow/talk to experienced A level providers in our schools.
10. Continue for one more year to offer the Middle Managers' Programme and to trial the 'Aspirant Leaders' Programme' – where schools offer workshops over the course of a year to new teachers considering development in their career.

UCAS and Careers

11. I want to record my thanks to Ellie Perkins, Head of Careers and all the teaching staff who work very hard this term to ensure that pupils are as prepared as they can be for their university entrance.
12. The quality of the personal statements and references were very strong (I read them all). Each pupil facing interview is given more than one interview practice: we line up interviews with teachers at other schools and/or parents. Our departments also give interview practice to each applicant.

List of Appendices

- None

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