

Committee(s) Board of Governors, City of London School	Date(s): 08/10/2020
Subject: Head's Report	Public
Report of: Alan Bird, Head, City of London School	For Information
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Summary

This report provides an update to governors on matters of relevance. In particular, it covers the following matters.

- i) Academic Update
- ii) Co-Curricular Update
- iii) Partnership Update
- iv) Pastoral Update
- v) Covid Operations
- vi) Diversity and Inclusion

Recommendation(s)

- Governors are asked to note the report.

Main Report

Academic Update

1. As the Board will be aware, the GCSE grades and A-level grades awarded this summer ended up being those that were assigned by the School through the process of awarding Centre Assessment Grades (CAGs). The adjusted grades (after the application of the algorithm developed by Ofqual or the relevant exam board) were issued to A-level candidates on Results' Day, but set aside on Monday 17 August, and they were never issued to GCSE candidates.
2. The School is not using these results for the purposes of marketing, since it is not felt that they provide a strong basis for comparing schools.
3. The School hopes that circumstances will permit GCSE and A-level exams to go ahead as normal in the summer of 2021, and – until greater clarity is forthcoming on the precise arrangements – it is planning for this to be the case. There is some discussion of a possible delay to the exam season. In light of the possibility that the School be asked to assign CAGs again, we are also organising regular

formal assessments for pupils in Years 11 and 13, to ensure that we build a bank or robust data.

4. The John Locke Institute Essay competition has seen a superb number of pupils short-listed, with 13 pupils in the running for a Prize across the categories of Law, Economics, Theology, History and the Junior Category. S6 pupil won second prize in the Sheffield University Essay competition, a recent leaver was second in the Julia Wood History Competition, the Head Boy was second in the Cambridge Trinity R A Butler Politics competition (resulting in a cheque for him and a cheque for the School Library: he is helping to choose the latter which will be Book-Plated), two boys were awarded certificates by the Historical Association for their History essays (Spirit of Normandy and Second World War), and over 40 S6 pupils took part in the CLS (internal) John Carpenter Essay over the summer. We will celebrate the latter shortly at an assembly. We are awaiting other news from entries into English Literature and Classics Competitions and the start of the new academic year has meant many competitions are now open so we look forward to future success. It is striking how many pupils have benefited from these opportunities through a challenging few months at home.

Co-Curricular Update

5. Planning for co-curricular delivery has inevitably been challenging, but – with careful planning and extensive risk assessment – much is already taking place. We have to remain flexible, balancing the desire to provide an enriching experience with the need to ensure, as best we are able, the safety of staff and pupils.
6. Some co-curricular highlights include:
 - **Co-curricular Hub 2.0:** The Co-curricular Hub has been adapted in light of the return to School. This will remain a place for pupils to access information regarding co-curricular opportunities. It is designed to be adaptable to the potential shifts in the nature of our provision.
 - **Sport:** PE and swimming lessons have resumed, and an adapted Games programme is in place. We are making maximum use of Grove Park, although fixtures against other schools are unlikely to resume in the foreseeable future. Inter-Form and Inter-House competitions will be prioritised.
 - **Music:** The Department is again operating a full provision of individual music lessons in school with the Visiting Music Teachers, and considerable work was done to ensure that this could be done successfully, serenely and within all current COVID-secure guidelines from both DfE and DCMS. The VMTs are also running Junior Classes, allowing OG and 1st Form boys the opportunity to receive tuition in small groups on a variety of orchestral and percussion instruments. Chamber Choir, First/Second Orchestra and other constituted ensembles are not able to rehearse as usual; however, provision for consort singing and mixed instrument ensembles in various musical styles has been made for every year group bubble and ensembles are led by academic music staff every morning, lunchtime and on two evenings. The Chapel Royal choristers are rehearsing three mornings a week. We are preparing for a

- filmed Carol Service, Christmas 'carolling' for charity and a live Christmas concert (without audience) given by J6 and S6 boys.
- **Drama:** Over 80 pupils have just begun their LAMDA qualifications. This is all delivered in-house and forms the core of our offering this term.
 - **CCF:** The MOD have approved the resumption of training and weekly CCF sessions began at the end of September.
 - **Duke of Edinburgh:** A provisional plan is in place to allow those pupils who were unable to complete their Duke of Edinburgh Awards last academic year, to do so in this one. It is hoped that we can cater for both 'legacy' and new groups.
 - **Inter-Form Competition and the House Championship:** Given the suspension of fixtures with other schools, great efforts are being invested in facilitating inter-form and inter-house competition.
 - **Educational Visits:** No overseas or residential trips are currently being advertised. However, days trips have resumed, including the Third Form Visits Programme, the Senior Sixth Biology Field Trip and Fourth Form Geography Field Trip. These are all subject to specific COVID-19 Risk Assessments.
 - **Clubs and Societies:** Provision on this front is particularly problematic, given the requirement to observe bubbles. However, as always, staff are showing great initiative and the LGBT+ Society, Afro-Caribbean Society, Virtual Reality Society, Jewish Society, Islamic Society, Creative Writing Society, Debating Society and various reading groups are all up and running.
 - **Charity:** We were delighted that, despite the particular challenges of recent months, over £35,000 was raised for Switchback. We have decided to continue to support the Charity this year and a new Committee has already been selected.
 - **Eco-Schools:** The Eco-Schools programme has been officially launched by the recently appointed Eco-Schools Coordinator. This involves extensive opportunities for pupil leadership and the ultimate aim is to achieve the Green Flag Award.
7. The Senior Prefect Team (previously, the 'Top 5') have done a stellar job through lockdown, and now in the changed operational environments of the new school year. They have provided thoughtful and honest feedback to senior members of staff to guide our operations; they have instituted a popular, fortnightly podcast for the whole school; and they have created pupil-led committees on matters including joint CLS-CLSG enrichment, diversity, technology and PSHE provision, to guide the School's thinking in these areas. This work, along with the reformed arrangements for the School Parliament, are creating growing opportunities for meaningful pupil voice.

Partnership Update

8. The School's new Director of Partnership began her role at the start of this term, working across both CLS and CLSG in the delivery of their Joint Partnership Strategy. She will join the Board meeting to introduce herself, and to provide a verbal update on her work and her priorities going forward. She provides the following summary.

This term to date, Partnership work has focused on close collaboration with City of London School for Girls, relationship building and the planning of Partnership events and initiatives for the benefit of young people within and beyond our school community. Partnership work has been highlighted to Headteachers across the Family of Schools, with a shared vision and a range of opportunities identified. In addition, the vision for Partnership work has been shared at a Liveries Education Network meeting, which has led to links being made with the Independent Schools' Council which is keen to understand and, where relevant, promote our partnership work. Pupils have also been sharing their independent Partnership work during the lockdown period which has provided an insight into the value that pupils place on contributing to the lives of others.

On 29 September, we are holding the first Partnership Forum, bringing together strategic partners from the Family of Schools to share our approach to Partnership work and to create a termly opportunity to share our Partnership offer, developing it strategically alongside our partner schools. We anticipate that this forum will facilitate a dialogue and ongoing collaboration at Primary and Secondary level with a focus on enrichment, the enhancement of pupils' cultural capital, mentoring opportunities, CPD and the sharing of best practice. We look forward to fostering exceptional relationships to enable an open and incremental approach to Partnership work. Partnership provision has been developed alongside external organisations to create a bespoke offer, including the brokering of access to inspirational talks with How to Academy, the development of a Communications Webinar with Linklaters and the planning of significant partnership work with the City of London Virtual School, IntoUniversity and East Side Young Leaders, Partnership initiatives which will involve the close participation of City of London School pupils and teachers.

Pastoral Update

9. The Board is informed that the Safeguarding Policy has been updated, to reflect relevant statutory changes. This has been audited by the Safeguarding Governor, with further information on the most significant changes reported to the Board later in this meeting.
10. The School has updated its Behaviour Policy and Anti-Bullying Policy, to reflect its anti-racist position, and to clarify that the School will consider pupils' behaviour within the context of its overarching values. These values are defined in the Policy as follows:

“The values at this School are defined by and rooted in our desire to teach boys that are kind, ready and aware. The values that underpin this community encourage members to care for others as much as themselves, to understand the world we inhabit, and to be forward-looking into the 21st century. It is the expectation of all pupils to subscribe to these values in all that they do as members of the School.”
11. Adjustments have been made to the Behaviour Policy in light of the changes to school operations required of pupils under the Risk Assessment for COVID-19. Furthermore, the Safeguarding Policy Addendum relating to remote teaching and

learning remains in place, and applies for both blended learning, and for any future lockdown (under Tiers 2, 3 and 4).

Covid Operations

12. The School is operating in a Covid-compliant way, under the provisions of a risk assessment, which is regularly reviewed and updated on the back of changes to guidance. The risk assessment has been scrutinised and approved by the City of London Corporation, as well as by an informal sub-committee of governors, comprising the Chair, the Deputy Chair, the Health and Safety Governor, the Safeguarding Governor and the Staff Liaison Governor.
13. The School has, at the time of writing, had one confirmed case of Covid-19 amongst the pupil body, and no confirmed cases amongst the staff body. As a result of this confirmed case, 28 pupils in the S6 (who had been identified as 'close contacts') self-isolated for 14 days. Throughout that period, they were able to access all lessons from home; where necessary, lessons are being delivered in a blended manner, both to pupils in class and to pupils at home.
14. A current concern to the School is the difficulty in getting efficient access to tests, and test results. Most significantly, members of staff are having to remain away from school, due to Covid symptoms within their household. More effective testing for school staff alone will not solve that problem.
15. Contingency planning is currently underway for a movement to Tier 2 provision (in which we would be asked to operate on a rota, with half of the School on-site at any given point in time). We would run this rota on a Week A/Week B model, with years 6, 9, 11 and 13 on-site in Week A, and years 7, 8, 10 and 12 on-site in Week B. These allocations have been guided to maximise the number of siblings who are able to attend school together to reduce the risk of a single infected household transmitting coronavirus to both halves of the pupil body.
16. Current levels of Covid-related absence amongst both staff and pupils are no higher than reported national averages.

Diversity and Inclusion

17. The School's ongoing work in relation to diversity and inclusion lies at the very heart of its Development Plan for 2020-21, with further detail provided to the Board via a paper that will be considered later in this meeting. The School has also commissioned, jointly with CLSG, an external, independent Race Equality Review. It is being undertaken by the former Legal Director of the Equality and Human Rights Commission, and is already underway. This review will inform the continuing evolution of our Diversity and Inclusion Action Plan.
18. The School has appointed a Co-ordinator for Diversity and Inclusion, to support the Senior Management Team in this work. One of his first roles was to co-ordinate a Staff Training day on 25 September 2020.

Appendices

- No appendices.

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