



## **City of London Education Initiative Fund proposal**

The City of London Corporation is committed to ensuring the very best education for children and families within the City of London and for children educated at City schools. As part of this it has established an Education Initiative Fund to support projects that seek to raise attainment and enhance learning outcomes.

You are invited to submit a funding proposal for a project or projects that fit these criteria. Your proposal must address each of the following points:

- Title and purpose of the activity
- Activity description
- Funding required
- Audience
- How it will improve attainment
- Target outcome
- Evaluation processes

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### Activity proposal 15/16

Title and purpose of the activity
<ol style="list-style-type: none"> <li>1. To improve staff recruitment and retention across the Academy to improve consistency and quality of Teaching and Learning and Behaviour.</li> <li>2. To ensure classrooms are fully resourced to achieve Academy's teaching and learning aims.</li> <li>3. To develop a curriculum that fully utilises the Educational opportunities of the City of London.</li> <li>4. To increase the proportion of pupils making more than expected progress.</li> <li>5. To raise achievement of WBr pupils.</li> </ol>
Description
<ol style="list-style-type: none"> <li>1. To implement strategies and deploy resources to further improve recruitment and retention of key staff: <ul style="list-style-type: none"> <li>• Carrying out a needs audit, set up and training and on-going support to achieve wellbeing award</li> <li>• Employ an additional cover supervisor (1 year initial contract) to reduce levels of cover for colleagues</li> </ul> </li> <li>2. To replace all white boards and projectors on the 1<sup>st</sup> Floor</li> <li>3. Creating a City Education Co-ordinator Role (1 year 0.4) to: <ul style="list-style-type: none"> <li>• Act as a Member of staff as point of contact with various bodies within the City of London</li> <li>• Investigate and facilitate curricular and extra-curricular opportunities across the Federation</li> <li>• Lead development of a city curriculum for the MAT</li> <li>• Develop a City induction programme for new staff</li> </ul> </li> <li>6. To run an Aspiration Programme, Saturday School and Easter Revision Programme and to target pupils who could make 4-5 Levels of Progress and WBr underachievers</li> </ol>
Total funding and breakdown of funding required
<p>£150,000 Maximum bid allowed – CoLA (Southwark)</p> <p><b>Funding Breakdown:</b></p> <p><b>Recruitment and Retention</b>  Staff Wellbeing needs audit, set up and training and on-going support to develop staff wellbeing  £7,500  Cover supervisor (1 year)  £23,500</p> <p><b>Resources</b>  Replacement of white boards and projectors on the 1<sup>st</sup> Floor  £60,000</p> <p><b>Staffing</b>  City Education Co-ordinator Role (One-year 0.4))  £12,000  City Education Projects Budget costs  £15,000  City Induction  £5,000</p> <p><b>Intervention Strategies</b>  Aspiration Programme including staffing  £12,000  Saturday School and Easter Revision Staffing  £15,000</p>

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<b>Audience</b>
All City of London Academies (Southwark) Staff
<b>How will it improve attainment?</b>
<p><b>How it will improve attainment</b></p> <ul style="list-style-type: none"> <li>Improved recruitment and retention of staff will improved levels of progress by ensuring greater consistency in teaching and learning. Additional cover supervisor will decrease calls on teachers' non-contact time and enable them to focus on planning and pedagogic development</li> <li>Replacement of old white boards will enable pupils to better access learning through the clear display of lesson resources and with a greater range of interactive features</li> <li>City education will raise aspiration through our Business and Enterprise Specialism and develop the City ethos and values in the Academy. Development of pupils Spiritual, Moral, Social and Cultural development. Staff induction with improve recruitment and retention through maximising the impact of our City heritage and developing staff loyalty</li> <li>Intervention strategies which target our underachieving groups through a range of bespoke activities determined through data point analyses</li> </ul>
<b>What is the target outcome?</b>
<ul style="list-style-type: none"> <li>To keep staff turnover below 20%</li> <li>Close the gap between WBr pupils and National average</li> <li>Narrow the in-school attainment gap between Non-WBr and WBr to &lt;15%</li> <li>Increase the proportion of L5 on entry pupils making 4 Levels of Progress in core subjects in line with National Average</li> <li>Implement a range of Educational projects across all Key Stages</li> </ul>
<b>How will outputs be measured?</b>
<ul style="list-style-type: none"> <li>Staff turnover rates</li> <li>GCSE Performance data</li> <li>Internal Data Point Analyses</li> <li>Documented programmes in place and implemented for all proposed activities</li> </ul>
<b>How will it be evaluated?</b>
<ul style="list-style-type: none"> <li>Exit Interviews</li> <li>Staff survey data</li> <li>Pupil Surveys</li> <li>Governor Link Visits</li> </ul>