



Education Board INFORMATION PACK

Date: MONDAY, 6 FEBRUARY 2023

Time: 1.45 pm

Venue: COMMITTEE ROOM - 2ND FLOOR WEST WING, GUILDHALL

4. ***OUTSTANDING ACTIONS**

Report of the Town Clerk.

For Information
(Pages 3 - 4)

11. ***GOVERNOR APPOINTMENTS UPDATE**

Director of Community and Children's services.

For Information
(Pages 5 - 22)

14. ***CONNECTING COMMUNITIES**

Report of the Director of Community and Children's Services.

For Information
(Pages 23 - 28)

20. ***NON-PUBLIC OUTSTANDING ACTIONS**

Report of the Town Clerk.

For Information
(Pages 29 - 30)

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Agenda Item 4

Education Board – Public Outstanding Actions

Action Number	Date	Action	Officer responsible	Progress Update
7/2021/P	1 July 2021	Officers in the Education Unit and Open Spaces to collaboratively progress a gap analysis in area of biodiversity to guide decision making and develop a checklist appropriate for use by the schools.	Education Unit and Open Spaces	Ongoing
05/2022/P	28 April 2022	When discussing the training available to Governors of the Family of Schools, Members asked that the Board and COLAT receive invitations	Strategic Education and Skills Director	Ongoing 06/02/2023 - In response to a Member query at the previous meeting, Officers advised that any training will be made available to all, including stakeholder organisations, as long as it is appropriate to do so.

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Committee(s)	Dated:
Education Board	06/02/2022
Subject: Governor Appointments Update	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	2, 3, 8, 10
Does this proposal require extra revenue and/or capital spending?	N
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Director of Community and Children's Services	For Information
Report author: Scott Caizley, Lead Policy Officer (Education, Culture and Skills)	

Summary

This report updates Members on the recent appointments of governors across the City Family of Schools. An updated list of the governing body membership is attached in **Appendix 1**.

Recommendation(s)

Members are asked to note:

- The City of London Academies Trust (CoLAT) Board of Trustees (BoT) ratified new appointments to Local Governing Bodies (LGBs) at their meeting on 15 December 2022, as detailed in paragraph 2.

Main Report

Background

- As per the Sponsorship Agreement with the City of London Academies Trust (CoLAT), the Education Board approve the appointment of Chairs to Local Governing Bodies (LGBs) and are consulted on governor vacancies and notified of governor appointments.

Appointment of governors to CoLAT LGBs

- At the CoLAT Board of Trustees meeting on 15 December 2022, the following appointments were ratified:
 - Steven Mitchell at the City of London Academy Highgate Hill

- Nneka Onyesoh at the City of London Academy Highgate Hill
- Richard Kottler at City of London Academy Islington
- Grant Aidoo Nash at City of London Academy Shoreditch Park
- Preet Singh at City of London Academy Shoreditch Park
- Hilda Cheong at Southwark Local Governing Body
- Dhruv Patel at Newham Collegiate Sixth Form College
- Debra Robinson at the City Academy Hackney
- Katie-Marie Travis at the City Academy Hackney
- Olivia Willis at the City Academy Hackney

Governing body membership across the Family of Schools

3. An updated list of governing body membership across the Family of Schools is included in **Appendix 1**.

Proposals

4. This report is for information only

Options

5. This report is for information only

Key Data

6. The current governing body membership of the City Family of Schools is attached in **Appendix 1**.

Corporate & Strategic Implications

7. Across all governing bodies, succession planning should be conducted in such a way as to cultivate the balance of skills and experience needed on the governing body as well as to promote greater diversity of governors so that governing bodies reflect the school communities that they serve.
8. Supporting good and effective governance practices across the Family of Schools is aligned the following strategies and plans:
 - The City Corporation's Corporate Plan 2018-23
 - The Education 2019-23 Strategy

Conclusion

9. This report updates Members on the current position of appointments to CoLAT LGBs. The updated list of governors across the Family of Schools is included in **Appendix 1**.

Appendices

- **Appendix 1** – Governing body membership of the Family of Schools.

Scott Caizley

Lead Policy Officer (Education, Culture and Skills)
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Governing Body Membership for the Family of Schools

City of London Academy Highbury Grove¹

Name	Basis of Appointment	Term of Office
Martin Jermyn (Chair)	Appointed by the Trust Board	4 years expiring 31 st August 2024
Aimee Lyall	Principal – Ex officio	During term of office as Principal
Claire Tunley	Appointed by the Trust Board	4 years expiring 31 st August 2023
Nick Worsley	Appointed by the Trust Board	4 years expiring 31 st August 2026
Cllr Joe Caluori	Appointed by the Trust Board	4 years expiring 31 st August 2024
Maggie Elliott	Appointed by the Trust Board	4 years expiring 31 st August 2023
Anisha Radia	Appointed by the Trust Board	4 years expiring 16 th May 2025
Louise Furgason	Non-teaching staff governor	4 years expiring February 2025
Serina Bingham	Teaching Staff Governor	4 years expiring 28 th February 2025
Nicholas Durack	Appointed by the Trust Board	4 years expiring August 2025
Ahlisha Tucker	Parent Governor	4 years expiring 31 st December 2025
Ria Holzerlandt	Parent Governor	4 years expiring 28 th February 2025
Vacancy	Appointed by the Trust Board	VACANT

¹ LGB membership augmented by three additional Trust appointments following approval by the Trust Board on 13 September 2018.

City of London Academy Highgate Hill²

Name	Basis of Appointment	Term of Office
Roy Blackwell (Chair)	Appointed by the Trust Board	4 years expiring 31 st August 2024
Prince Gennuh	Principal – Ex officio	During term of office as Principal
Shireen Fraser	Appointed by the Trust Board	4 years expiring 31 ^s August 2023
Kristin Baumgartner	Appointed by the Trust Board	4 years expiring 31 ^s August 2024
Josh Burton	Appointed by the Trust Board	4 years expiring 31 ^s August 2024
Julie Robinson	Appointed by the Trust Board	4 years expiring 31 ^s August 2024
Peter Bremner	Teaching staff governor	4 years expiring 31 ^s August 2024
Steven Mitchell	Appointed by the Trust Board	4 years expiring 15 th December 2026
Nneka Onyesoh	Appointed by the Trust Board	4 years expiring 15 th December 2026
Vacancy	Non-teaching Staff Governor	VACANT

²Standard LGB membership (upon which the Education Board was constituted) is augmented by one additional CoL appointment

City of London Academy Islington³

Name	Basis of Appointment	Term of Office
Russell Willmer (Chair)	Appointed by the Trust Board	4 Years expires 31 August 2025
Sonia Jacob	Principal	During term of office as Principal
Eric Sorensen	Appointed by the Trust Board	4 Years expiring 31 st August 2026
Reema Khan	Appointed by the Trust Board	4 years expiring 20 May 2024
Hafiza Patel	Appointed by the Trust Board	4 years expiring 31 August 2024
Peter Laurie	Appointed by the Trust Board	4 years expiring 31 August 2024
Samantha Hobbs	Parent Governor	4 years expiring May 2025
Andrew Hesketh	Staff Governor (Teaching)	4 years expiring 31 st August 2026
Dr Katy Bell	Staff Governor (Teaching)	4 years expiring 31 st August 2026
Hannah McHugh	Appointed by the Trust Board	4 years expiring 31 st August 2026
Simon Harding-Roots	Appointed by the Trust Board	4 years expiring 31 st August 2026
Richard Kottler	Appointed by the Trust Board	4 years expiring 31 st December 2026
Vacancy	Appointed by the Trust Board	VACANT
Vacancy	Appointed by the Trust Board	VACANT
Vacancy	Appointed by the Trust Board	VACANT

City of London Academy Shoreditch Park⁴

Name	Basis of Appointment	Term of Office
Alderman Robert Howard, Chair	Appointed by the Trust Board	4 years expiring 31 st August 2024
Holly Arles	Principal – Ex officio	During term of office as Principal
Veronica Wadley	Appointed by the Trust Board	4 years expiring 31 st July 2023
Ryan Shorthouse	Appointed by the Trust Board	4 years expiring 31 st July 2024
Rita Krishna	Appointed by the Trust Board	4 years expiring 31 st July 2024
Kam Adams	Appointed by the Trust Board	4 years expiring 31 st July 2024
Barbara Hamilton	Appointed by the Trust Board	4 years expiring 31 st July 2024
Josephine Tupman	Appointed by the Trust Board	4 years expiring 31 st July 2024
Jonathan McIntosh	Parent Governor (elected)	4 years expiring 5 th April 2025
Grant Aidoo Nash	Appointed by the Trust Board	4 years expiring 13 th September 2026
Preet Singh	Staff Governor (Teaching)	4 years expiring 2 nd October 2026
Amaka Iloyana	Staff Governor (Non-Teaching)	4 years expiring 19 th October 2024
Thomas Kibling	Parent Governor (elected)	4 years expiring 5 th April 2025

⁴ Standard LGB membership (upon which the Education Board was constituted) is augmented by one additional CoL appointment.

Southwark Local Governing Body ⁵

Name	Appointed as	Term of Office
Dr Steven Berryman, Chair	Appointed by the Trust Board	4 years expiring 31 st August 2026
Mike Baxter	Principal CoLA S – Ex Officio	During term of office as Principal of City of London Academy, Southwark
Charlotte Heath and Joanna James	Co-Headteachers Redriff – Ex Officio	During term of office as Headteachers of Redriff Primary School
Sarah Parbhu	Head teacher Galleywall – Ex Officio	During term of office as Headteacher of Galleywall Primary School
Shravan Joshi	Trust Governor	2 years expiring 31 st August 2024
Elaine Davis	Appointed by the Trust Board	4 years expiring 18 March 2025
Gurjeet Marway	Parent Governor at City of London Academy Southwark	4 years expiring 23 March 2026
Nihar Mehta	Appointed by the Trust Board	4 years expiring 30 August 2023
Jane Stokes	Community Governor (Vice Chair Galleywall LGA)	4 years expiring 16 November 2024
Antony Smyth	Appointed by the Trust Board	4 years expiring 18 March 2025
Leanne Werner	Appointed by the Trust Board	4 years expiring 30 August 2023
Hilda Cheong	Parent Governor at Rediff Primary	4 years expiring 31 st December 2026
Vacancy	Trust Governor	
Vacancy	Trust Governor	
Vacancy	Parent Governor Galleywall	
Vacancy	Staff governor	
Vacancy	Staff governor	

⁵The Southwark LGB is a joint LGB for The City of London Academy Southwark, Redriff Primary School, City of London Academy and Galleywall Primary, City of London Academy.

City of London Primary Academy Islington

Name	Basis of Appointment	Term of Office
Mary Robey (Chair)	Appointed by the Trust Board	4 years expiring 18 th May 2024
Kim Clapham	Headteacher – Ex officio	During term of office as Headteacher
Paul Barry	Appointed by the Trust Board	4 years expiring 8 th September 2023
Sarah Matthias	Appointed by the Trust Board	4 years expiring 11 th December 2023
Sonja Shah-Williams	Appointed by the Trust Board	4 years expiring 21 st February 2026
Dr Steven Berryman	Appointed by the Trust Board	4 years expiring 2 nd September 2024
Georgia Dehn	Parent Governor (elected)	4 years expiring 2 nd December 2024
Bethan Ferguson	Parent Governor (elected)	4 years expiring 18 th June 2024
Timothy Gittins	Appointed by the Trust Board	4 years expiring 7 th December 2024
Alexandra Tsoi	Staff Governor (Teaching)	4 years expiring 8 th September 2025
Aaron Spencer	Staff Governor (non-teaching)	4 years expiring 8 th September 2025
Vacancy	Trust Governor	

Newham Collegiate Sixth Form College

Name	Basis of Appointment	Term of Office
Simon Beck (Chair)	Appointed by the Trust Board	4 years expiring 30 th September 2026
Anita Lomax	Principal – Ex officio	During term of office as Principal
Minesh Talati	Appointed by the Trust Board	4 years expiring 31 st January 2026
James Owolabi Adeleke	Appointed by the Trust Board	4 years expiring 20 th March 2026
Janette Junghaus	Appointed by the Trust Board	4 years expiring March 2026
Martin Gaskell	Appointed by the Trust Board	4 years expiring 30 September 2026
Andriea Vamadevan	Appointed by the Trust Board	4 years expiring 3 rd December 2023
Catherine Danner	Appointed by the Trust Board	4 years expiring 3 rd December 2023
Peter Greene	Appointed by the Trust Board	4 years expiring 31 st August 2026
James Bounds	Staff Governor (Teaching)	4 years expiring 31 st January 2026
Joanne Spiller	Staff (Non Teaching)	4 years expiring 4 th November 2024
AFM Saiful Islam	Parent Governor	4 years expiring 16 th January 2024
Rosy Awwal	Parent Governor	2 years expiring 16 th January 2024
Amy Zambon	Appointed by the Trust Board	4 years expiring
Dhruv Patel	Appointed by the Trust Board	4 years expiring 31 st December 2026

The City Academy, Hackney⁶

Name	Basis of Appointment	Term of Office
Steven Goodman (Chair)	Appointed by the Trust Board	4 years expiring 5 th October 2026
Anna Sarchet	Principal	During term of office as Principal
Aniqa Begum	Staff Governor	4 years expiring 25 th January 2026
Darren Thompson	Appointed by the Trust Board	4 years expiring 29 th September 2023
Hannah Cool	Appointed by the Trust Board	4 years expiring 15 th December 2025
Kamaru Adams	Appointed by the Trust Board	4 years expiring 15 th June 2025
Nasir Uddin	Parent Governor	4 years expiring 15 March 2026
Oleandar Agbetu	Parent Governor	4 years expiring 12 th July 2025
Olu Ladega	Staff Governor (Non-teaching)	4 years expiring 30 th November 2025
Toby Skailes	Appointed by the Trust Board	4 years expiring 15 th December 2024
Debra Robinson	Appointed by the Trust Board	4 years expiring 5 th October 2024
Katie-Marie Travis	Appointed by the Trust Board	4 years expiring 14 th December 2026
Olivia Willis	Appointed by the Trust Board	4 years expiring 31 st December 2026

Independent Schools

City of London School

Governor	Basis of Appointment	Current Term Ends
Deputy Ann Holmes (Ex-Officio)	Ex officio (Chairman of the Board of the CLSG)	(term subject to Chairmanship of CLSG)
Deputy Philip Woodhouse (Ex-Officio)	Ex officio (Chairman of the Board of CLFS)	(term subject to Chairmanship of CLFS)
Alderman Vincent Keaveny	Alderman	1 year expiring July 2023
Alderman Tim Levene (Chair)	Alderman	4 years expiring July 2025
Deputy Keith Bottomley (Deputy Chair)	Commoner	4 years expiring July 2025
Florence Keelson-Anfu	Commoner	4 years expiring July 2026
Shahnan Bakth	Commoner	4 years expiring July 2026
Ian Seaton	Commoner	4 years expiring July 2026
Deputy James Thomson	Commoner	4 years expiring July 2026
Dominic Christian	Commoner	4 years expiring July 2024
Paul Madden	Co-Opted	4 years expiring July 2024
Rosie Gill	Co-Opted	4 years expiring July 2026
Andrew Jones	Co-Opted	4 years expiring July 2023
Lesley Cartmell	Co-Opted	4 years expiring July 2023
David Woodgate	Co-Opted	4 Years expiring July 2025
Timi Dorgu	Co-Opted	4 Years expiring July 2025
John Owen	Co-Opted	4 Years expiring July 2027 ⁷

⁷ Appointed 7 December 2022; four-year term can be extended to the end of the academic year in which term of office ends.

City of London School for Girls

Governor	Basis of Appointment	Current Term Ends
Deputy Philip Woodhouse (Ex-Officio)	Ex officio (Chairman of the Board of the CLFS)	(term linked to Chairmanship of CLFS)
Tim Levene (Ex-officio)	Ex officio (Chairman of the Board of the CLS)	(term linked to Chairmanship of CLS)
Deputy Ann Holmes (Chair)	Commoner	<i>Appointed 27 April 2022 for one-year term (TBC)</i>
Mark Bostock	Commoner	3 years expiring July 2022
Nana Owusu-Ansah	Co-Opted	4 years expiring July 2026
Jamel Banda	Commoner	4 years expiring July 2026
The Honourable Emily Sophia Wedgwood Benn	Commoner	4 years expiring July 2026
Dr Stephanie K Ellington (Co-Opted)	Co-Opted	4 years expiring July 2024
Elizabeth Phillips (Co-Opted)	Co-Opted	4 years expiring July 2024
Anett Rideg	Commoner	4 years expiring July 2026
Deputy Shravan Joshi	Commoner	4 years expiring July 2024
Alderman Robert Howard (Deputy Chair)	Alderman	4 years expiring April 2025
Mark James	Co-Opted	4 years expiring June 2025
Del Cooke	Co-Opted	4 years expiring Sept 2025
Tanya Seghatchian	Co-Opted	4 years, expiring July 2027 ⁸
1 x Common Councillor Vacancy		VACANT

⁸ Appointed 14 October 2022; four-year term can be extended to the end of the academic year in which term of office ends.

City of London Freemen's School

Governor	Basis of Appointment	Current Term Ends
Alderman Tim Levene (Ex-Officio)	Ex Officio (Chairman of the Board of CLS)	(term subject to Chairmanship of CLS)
Deputy Ann Holmes (Ex-Officio)	Ex Officio (Chairman of the Board of CLSG)	(term subject to Chairmanship of CLSG)
Alderman Christopher Makin	Alderman	2 years expiring July 2024
Deputy Philip Woodhouse (Chair)	Commoner	4 years expiring July 2026
Graham Packham	Commoner	4 years expiring July 2024
Jamel Banda (Deputy Chair)	Commoner	4 years expiring July 2026
Nicholas Goddard	Co-opted	1 year expiring July 2023
Andrew McMillan	Co-opted	4 years expiring July 2023
Cllr Chris Townsend	Co-opted	4 years expiring July 2023
Lady Gillian Yarrow	Co-opted	4 years expiring July 2023
Roy Anklesaria	Co-opted	3 years expiring July 2025
Clare Verga	Co-opted	3 years expiring July 2025

City Junior School

Composition: up to 11 Governors:

1. *Two ex-officio (Chairs of CLS and CLSG)*
2. *Up to four City Councillors/Aldermen:*
 - a. *Up to two CLS governors who are CCs/Aldermen*
 - b. *Up to two CLSG governors who are CCs/Aldermen*
3. *Up to 2 co-opted non-City Councillors/Aldermen*
 - a. *One from CLS*
 - b. *One from CLSG*
4. *Up to three additional members with experience relevant to the Board*

Governor	Basis of Appointment	Current Term Ends
Ann Holmes	1	Term subject to Chair of CLSG
Tim Levene	1	Term subject to Chair of CLS
Deputy Keith Bottomley	2a	Term expires 31 July 2026
Deputy James Thomson	2a	Term expires 31 July 2026
Alderman Robert Howard (Chair)	2b	Term expires 31 July 2026
Deputy Shravan Joshi	2b	Term expires 31 July 2026
Rosie Gill	3a	Term expires 31 July 2026
Mark James (Deputy Chair)	3b	Term expires 31 July 2026
Elizabeth Phillips	4	Term expires 31 July 2026
Catherine Gibaud KC	4	Term expires 31 July 2026
Her Honour Judge Anuja Dhir	4	Term expires 31 July 2027

Local Authority Maintained School

The Aldgate School

Name	Appointed By	Term of Office
Jacqueline Greenlees	The Portal Trust	8 years expiring 6 September 2021
David Williams	The Portal Trust	8 years expiring 7 September 2021
Sally Moore	London Diocesan Board for Schools	4 years expiring 30 September 2021
Isabell Culpan	Parent Governor	4 years expiring March 2022
Zarina Lawley	Parent Governor	4 years expiring March 2022
Beverley Ryan	Deanery	4 years expiring June 2022
Munsur Ali	LA Governor	4 years expiring 8 January 2023
Matt Piper (Chair)	St Botolph Aldgate	8 years expiring 31 June 2023
Jonathan Webb	Co-opted Governor	4 years expiring 3 December 2023
Farah Lavin	Staff Governor	4 years expiring 17 October 2024
Anwar Akhtar	The Portal Trust	4 years expiring 28 April 2025
The Revd. Laura Jørgensen	Ex Officio The Rector, St Botolph Aldgate	While Rector of St Botolph's Church
Ms A Allan	Headteacher	During term of office as Headteacher
VACANCY	The Portal Trust	

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Committee(s): Education Board	Dated: 06/02/2023
Subject: Connecting Communities Update	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	3,5, 7, 8, 10
Does this proposal require extra revenue and/or capital spending?	N
If so, how much?	£0
What is the source of Funding?	
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Director of Community and Children's Services	For Information
Report author: Gwen Rhys, Business Manager, Connecting Communities, Department for Community & Children's Services	

Summary

This report updates Members on the progress of the Connecting Communities programme.

Recommendation(s)

Members are asked to:

- Note the report

Main Report

Background

1. The Report to the Education Board dated 3 December 2021 gave a detailed overview of Connecting Communities, an £18 million programme funded by the Greater London Council (GLA) and the European Social Fund (ESF) of which the Education Strategic Unit (ESU) will receive £669,000 to deliver the programme's outcomes and impacts over the next 18 months.

Current Position

2. The Connecting Communities Team consists of: 1 x Business Manager, 1 x Employment Engagement Officer, 3 x Caseworkers (1 x Administrator in process of being offered the position and 1 x Caseworker in process of being recruited)

3. Communication and outreach activities

Since the last Education Board meeting, the Christmas/New Year break has resulted in something of an interregnum in service. Team members took leave and referral agencies were closed for some of the period.

3.1. In the last two weeks since returning to work on 6 January we

3.1.1 have invited those Participants who enrolled before our new style Introduction Sessions and appear to be “stuck” with their job searching activities to attend a “Boost Your Opportunities” workshop on 17 January. Going forward, the content of this workshop will be used in the first meeting between Participant and Caseworker. Designed to actively engage Participants in their own job search and training needs activities it is hoped that this workshop will lessen the time from joining the programme to achieving either a training and/or a job outcome.

3.1.2. are experiencing better engagement from Participants following our new style weekly Introduction Sessions during which we enrol Participants on the programme and deliver the “Boost Your Opportunities” This also means every Participant achieves a “Training Outcome” at the outset of joining the programme.

3.1.3 have had one Participant refer two unemployed friends to the programme and several Participants have sent us “thank you” emails having attended our Part 1 Development workshop.

3.1.4 are inviting all Participants to attend Parts 1, 2, 3, 4 of the Personal Development Programme. This programme is running continuously over a four week period (week 1, Part 1, week 2 Part 2 and so forth) until at least May.

3.1.5 are continuing outreach and promotion with the support of our colleagues in the media team.

3.1.6 continue to take every opportunity to meet with influencers, partners, and stakeholders from within and beyond the Corporation

4. Unemployment and the current Economic Climate in the UK

4.1 The ONS released its Labour Market data on 17 January 2023 which showed:

4.1.1 the employment rate September – November was largely unchanged compared with the previous three-month period. The number of employees and part-time self-employed workers increased. Recruitment consultants, Reed, are reporting more part-time and contractual work and this is reflected in the job opportunities being offered to our Participants. Overall, vacancies decreased on the quarter but are above pre-pandemic levels.

4.1.2 in the latest three-month period (October to December), the number of people unemployed for up to six months increased, driven by those aged 16 to 24 years. Those unemployed for over six and up to 12 months increased, while those unemployed for over 12 months decreased.

4.2 Economic inactivity continues to be a concern.

4.2.1 Economic inactivity due to long-term ill health, early retirement and educational studies appear to be falling slightly, although economic inactivity due to long-term ill health remains well above its pre-pandemic levels.

4.2.2 Economic inactivity due to early retirement is now back to where it was before the pandemic, illustrating that the challenges we are now facing are primarily around fewer people *entering* work rather than more people *leaving* it.

4.2.3. Around a fifth of all of those who are economically inactive state that they would like a job at the moment, including 560 thousand of those with long-term health conditions. Among those out of work due to caring responsibilities, 390 thousand want a job now while a further three quarters of a million expect to work again in future.

5. Outcomes

The Team's focus is on contractual outcomes and we are moving at pace to ensure that we have a contractual outcome (training, education, job) for every Participant.

5.1 One barrier to our achieving monthly targets is the requirement to provide detailed "compliant evidence" of outcomes to the contract holder, Central London Forward. The evidence is not in itself complicated, but whilst it is imperative, for example, that we receive confirmation from a training provider that a Participant has started a course, giving this information is not top of the training provider's priorities.

5.2 Since November, we have secured one more evidenced Sustainment (Participant in work for 6 months) with a further two due in January. We also have five Participants who have been offered employment and for whom we are waiting evidence (contract of employment signed by both employer and employee or a copy of their first pay slip).

6. Contractual Reviews

6.1 Central London Forward, the main contract holders, review each borough's progress against targets on a monthly basis. Connecting Communities, like all ESF-funded contracts, requires accurate data entry supported by the provision of specific evidence which shows proof of Participants reaching certain targets. In recent compliance audits the City of London's programme has been 100% compliant. The

City of London's Connecting Communities programme produces monthly financial claims which are prepared on time and are consistently accepted without need for revision.

Options

Not applicable.

Proposals

Not applicable.

Key Data

Not applicable.

Corporate & Strategic Implications

7. This initiative has the potential to make a significant contribution to a flourishing society by giving people an equal opportunity to enrich their lives and reach their full potential. Moreover, it supports a thriving economy by enabling industries to access the skills and talent they need and ensuring that more individuals can reach their potential and secure decent work. It shows that collaborative working can make the core city institutions even better connected and responsive to changed needs. It builds individual and systemic resilience by enabling structures which can be mobilised in the shorter-term but are able to continue in a sustainable manner for the longer term.

Financial and resource implications

8. A total budget of £18 million has been secured for Connecting Communities of which the ESU will receive £669,000 to deliver the programmes outcomes and impacts over the next 18 months. The proposal does not seek additional funds or resources from the City Corporation at this stage. Connecting Communities also aims to support the Livery Companies to make better, more joined-up use of the existing £7.9 million currently dedicated on an annual basis to skills development work. There is also the potential to work more closely with business partners and the Liveries to gain access to wider funding opportunities possible through the recently released government white paper "Skills for Jobs"¹ which focusses on post-16 education reform.

9. There are some officer resource implications in terms of management and implementation time.

Legal implications

10. Connecting Communities is being managed through Central London Forward. Central London Forward (CLF) is a partnership of the 12 central London local authorities. They collaborate with their member authorities and with other stakeholders to support inclusive and sustainable growth in central London; so that our economy thrives, and our residents benefit from the opportunities this creates. CLF deliver large scale employment and skills programmes across central London.

11. The governance of the Livery Skills Initiative is with the Livery Committee. The collaboration partners, including the Livery, are separate legal entities with their own decision-making processes.

Risk implications

12. There are risk implications of not completing the important and urgent recommended actions, and people failing to secure the skills they need to secure good jobs.

13. There are contractual risk implications associated with not meeting the targets outlined by the European Social Fund contract with Central London Forward regarding Connecting Communities.

Equalities implications

14. Not every young person has access to a breadth of developmental relationships and life experiences, which facilitate and broker routes into employment. The least advantaged tend to not have access to networks, mentors, advocates, work experience opportunities, careers advice, and family support in the same way as their more advantaged peers. For example, only 6 per cent of young people from low-income families take part in extracurricular activities, compared with 6 per cent from higher income families and young people who attend private schools are twice as likely to get internships in London compared to state educated children. They are not supported to access potential pathways or understand how to reach their goals. There is a disconnect between what they learn in school and their aspirations and opportunities later in life. For example, in 1997, 42 per cent of 16-17 year old students were studying and working. By 2014 this figure had declined to 18 per cent.

15. A more equitable society is based on realising the potential of all people. This requires strong networks of support and trust. The Liveries could leverage that trusted network. They could use their connections to boost opportunities for structured work experience, internships, and employment. Young adults who have 'four or more employer contacts' are five times more likely to be in employment or training than those who have little or no contact with employers.

16. An equitable society is one where all people have access to meaningful and valued pathways, and opportunities to flourish and achieve success. There should be multiple pathways and routes in and out of learning throughout life, which is of benefit to us all.

17. This initiative has the potential to make a significant contribution to a flourishing society giving people an equal opportunity to enrich their lives and reach their full potential. Moreover, it supports a thriving economy by enabling industries to access to the skills and talent they need and ensuring the more individuals can reach their potential and secure decent work. It shows that collaborative working can make the core city institutions even better connected and responsive to changed needs. It builds individual and systemic resilience by enabling structures which can be mobilised in the shorter-term but are able to continue in a sustainable manner for the longer term.

Climate implications

18. There are no immediate Climate implications.

Security implications

19. There are no immediate Security implications.

Conclusion

20. The City of London's Connecting Communities team continues to impact the lives of those it supports into training, education and work. We are now supporting a number of Ukrainian refugees, most of whom have left successful jobs in their country of origin to start a new life in the UK. As well as supporting young graduates whose lives have been severely impacted by the Covid-19 pandemic to gain confidence, acquire work-related skills and secure employment, we are also helping a number of individuals aged 50+ to make career changes which fit with their current needs.

Appendices

- (1) Overview of the 4-Part Personal Development Programme
- (2) Overview of the Boost Your Opportunities Workshop

Background Papers

None.

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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