

Appendix 1 – Education, Cultural and Creative Learning and Skills Annual Action Plan 2020/21¹

Overarching strategic goal	High-level action	Activities over the year	Budget ²	Expected outcomes
Pupils in the Family of Schools have access to transformative education, enabling them to achieve their potential, flourish and thrive (E)	Harness individual talents, enabling pupils to flourish as innovative, confident and creative individuals	Deliver a robust City Premium Grant (CPG) funding and evaluation process	1.72m	<ul style="list-style-type: none"> Provocative and dynamic learning environments exist, and classroom lessons inspire and challenge pupils Learning experiences develop fusion skills through a mix of academic, creative, technical and emotional learning
		Enhance, amplify and communicate projects which develop pupils' academic and fusion skills	Staffing	
		Deliver events for pupils to develop fusion skills (e.g. debating competition, chess tournament, subject dinner, etc.)	15k	
	Model educational exceptionality beyond Ofsted 'Outstanding' and Encourage the Family of Schools to work together to deliver a shared ethos for excellence	Annually collect, monitor and report on school performance data	Staffing	<ul style="list-style-type: none"> The Family of Schools are recognised locally, nationally and internationally as outstanding Data collection is used to ensure pupils make exceptional progress Exclusions are at zero High levels of lifelong learning are evidenced by leaders, teachers and pupils Pupils are stretched, building on their prior achievement, and studying at higher levels An outstanding Sixth Form offer has been developed across the Family of Schools
		Annually collect, monitor and report on school exclusion data	Staffing	
		Support annual external scrutiny meetings for both standards and finance	Staffing	
		Implement FFT Aspire, an online school data dashboard to be used by schools, governors and the City Corporation	10k	
		Deliver at least twice-yearly school visits/impact visits to all academies	Staffing	
		Report Ofsted inspections to the Education Board	Staffing	
		Deliver twice-termly Headteachers' Forums	500	
		Deliver an annual City Schools' Conference	5k	
		Deliver termly Chair of Governors' Forums	500	
	And Deliver academic excellence and innovative approaches to teaching and learning	Deliver a middle and senior leadership development programme	5k	
		Support the implementation of the agreed recommendations from the review of Sixth Form provision across the Family of Schools	5k	
		Use communication platforms (e.g. Forums, newsletters, etc.) to promote CPD opportunities to all teachers in the Family of Schools	Staffing	
The Family of Schools deliver exceptional education that meets the challenges and skills requirements now and, in the future (E)		Implement the agreed recommendations from the Tomlinson Review on school governance and finance, including that	TBC	

¹ The Action Plan and budget allocations align with the 2020/21 academic year (September 2020 to August 2021)

² 2020/21 academic year budget not including staffing and general team costs (e.g. subsistence, training, printing, etc.)

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	Establish a framework of clear accountability, challenge and support	monitoring of schools ensures transparency and an honest relationship with schools		<ul style="list-style-type: none">There is greater sharing of the combined diverse assets of the extended Family of SchoolsThere is clear focus and vision in being part of the Family of SchoolsThere is effective benchmarking of best practice across London to improve the Family of Schools education offerThere is clarity of roles and training for governors and governors are up to date with the latest statutory requirements and good practice
		Deliver a governor training programme to ensure that governors are up to date with latest statutory requirements and good practice	4k	
		Ensure strong governance frameworks and appointment processes are in place, working with relevant committees	Staffing	
		Implement approved recommendations from the Education Services Company Feasibility Study	10k	
		Implement recommendations from research into the future of education in a post-COVID context	5k	
		Implement recommendations from research into school partnership working	5k	
Education is safe, inclusive, supportive and empowering for all (E)	Proactively drive and celebrate equality of opportunity to promote social mobility and inclusion	Annually monitor place planning to ensure that school places are being provided in areas of need	Staffing	<ul style="list-style-type: none">Schools places are provided in areas of need and reaching target communitiesThere is improvement in the progress of pupils at risk of educational disadvantage, exceeding the progress of those not at risk, and surpassing national and local averagesThere is improvement in services and resources which promote wellbeing amongst pupils, including counselling services
		Annually monitor and report on school admission arrangements to ensure schools are reaching the target communities	Staffing	
	And Ensure that the health, safety and welfare of pupils are of paramount importance	Pilot an annual safeguarding monitoring meeting for all academies and offered to other schools in the Family of Schools	17K (carry forward from PIP)	
		Conduct a review of school counselling service provisions		
There is high quality exposure to the world of work at all stages of education to enable learners to make informed career choices (S)	Ensure a comprehensive strategy for skills development and careers support is delivered in the Family of Schools	Deliver a termly Skills Forum for the Family of Schools including the appointment in each school of both a skills governor and a skills lead teacher/adviser	1k	<ul style="list-style-type: none">A comprehensive creative careers strategy is delivered to all pupils in the Family of SchoolsAll pupils in Family of Schools can hear from and be inspired by employers and apprenticesApprenticeship opportunities are promoted
		Deliver a small Skills Grant programme for schools to develop their careers strategies	14k	
		Support school-to-school collaboration in work-related learning and skills curriculum and projects through a Partnership Manager seconded from a school	15k	
		Audit that all schools have a published careers policy and curriculum and regularly scrutinise implementation and impact		

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		Distribute a twice-termly online Skills and Careers Newsletter to the Family of Schools		<ul style="list-style-type: none">• 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• 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• Self-employment and ‘solopreneurs’ trends are reflected in work experience offers
	Link learning at all stages of education with real-world application and connect pupils to professionals and practitioners at the cutting edge	Deliver the London Careers Festival 2021, linking learners to the world of work through a mix of careers fairs, skills development workshops, encounters with employers and experiences of workplaces	75k	
		Incorporate work-related learning and skills development projects into an online one-stop-shop		
		Coordinate a Livery Education Group to share best practice and research and collaborate on opportunities		
	And	Develop, sustain and create new industry partnerships to participate in the London Careers Festival, Fusion Cities meeting and other City Corporation projects		
		Make intelligent use of labour market information and industry-led research to target partnerships and projects in the areas of greatest need and impact		
		Engage self-employed professionals and solopreneurs to feature in the London Careers Festival		
	And	Feature cultural, creative and arts professionals in the London Careers Festival		
		Communicate careers opportunities in the arts and cultural sectors to the Family of Schools		
	Provide high quality exposure to creative and cultural industries	Through Culture Mile Learning, deliver a Culture Mile Learning Work Experience Programme	See CML	
ASES deliver high-quality adult education, training and apprenticeships which transform the lives of adult learners (S)	Develop the critical skills, knowledge and competencies to provide adult learners with the skills to meet the world of work	Pilot test a supply chain strategy model within one industry group	15k (remaining budget within DCCS)	<ul style="list-style-type: none">• ASES successfully delivers apprenticeships for the City of London Corporation and others• ASES provides provocative and dynamic learning environments where learners are challenged• ASES makes effective use of labour market intelligence to increase the subject choice for learners
		Develop and implement an ASES Digital Learning Strategy focused on digital skills of learners and tutors		
		Harness the opportunities provided by the Digital Functional Skills Qualification and the Essential Digital Skills Qualification		
	And	Implement the effective use of ICT in teaching, learning and assessment		
		Successfully deliver apprenticeships for the City of London Corporation and others		

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	Develop innovative approaches to teaching industry-relevant courses and apprenticeships	Annually monitor and report on apprenticeship completion rates, remaining above 95%		<ul style="list-style-type: none"> There is evidence of high levels of lifelong learning There is effective use of IT in teaching, learning and assessment Apprenticeship completion rates remain above 95% There is 100% destination and progression pathway for apprentices
		Annually monitor and report on destination and progression pathways, remaining at 100%		
		Widen the spread of areas that take apprentices and increase the Level of apprentices undertaken including Levels 4, 5, 6 and 7, ensuring that learners are stretched so that they build on prior achievement and study at higher levels		
		Through Culture Mile Learning, develop a fusion skills programme for apprentices		
	Deliver academic excellence in teaching, learning and knowledge exchange as well as the resources and services to promote wellbeing	Embed effective End Point Assessment		<ul style="list-style-type: none"> ASES is an outstanding adultly education, training and apprenticeship provider
		Survey to determine whether apprentices recommend becoming an apprentice		
		Review planning and resource allocation so that ASES continues to provide exceptional value for money while ensuring a closer alignment to strategic priorities		
		Prepare for an Ofsted inspection of adult education and training		
	Provide opportunities for learners to be co-creators in their learning and improve the learning experiences and outcomes of learners impacted by disadvantage	Ensure an increase in the uptake of adult education courses by City of London residents		<ul style="list-style-type: none"> ASES drive an celebrate equality of opportunity through a proactive approach to promoting social mobility and inclusion The number is BAME learners is increased by 20% ASES use a model of learner-led peer-to-peer mentoring and collaboration
		Meet the needs of digitally excluded learners and engage them via non-digital means where necessary		
		increase the proportion of apprentices from Black, Asian and Minority Ethnic (BAME) backgrounds by 20%		
There are accessible opportunities for pupils to access the learning opportunities that the City's cultural, heritage	Create connected routes for pupils and teachers to access Culture Mile Learning And	Deliver a robust and impact-based grant funding and evaluation process to Culture Mile Learning (CML)	275k	<ul style="list-style-type: none"> Culture Mile Learning is communicated in an inclusive manner, so it is well known, relevant and accessible The Culture Mile School Visits Fund maximises access to Culture Mile
		Through Culture Mile Learning, deliver the Culture Mile School Visits Fund to provide disadvantaged learners across London with access to Culture Mile Learning experiences	See CML	
		Through Culture Mile Learning, deliver Dual Site Visits to provide multi-site cultural experiences for disadvantaged learners	See CML	

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and environmental assets offer (C)	Develop relationships with other local Cultural Education Partnerships and cultural destinations to join-up resources, deliver shared ambitions, and maximise benefits	Through Culture Mile Learning, commission Young City Poets to deliver literacy-based cultural learning programmes for disadvantaged learners	See CML	<ul style="list-style-type: none">Learning venues by London’s learnersAn 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
		Scope and develop an online one-stop-shop for education, culture and business partners to find each other’s opportunities and collaborate for the benefit of learners	30k (plus requested carry forward)	
Children and young people are empowered to reach their full potential in and through the arts (C)	Deliver a distinctive education and skills offer in the Family of Schools that ensures all learner receive high quality and continuous education in and through the arts	Deliver a Cultural and Creative Learning Forum three times per year, including the appointment in each school of both a cultural governor and a cultural lead teacher/adviser	1k	<ul style="list-style-type: none">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 skillsAll 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 artsThere is an ambitious programme for progressive music and performing arts educationThere is a Lead Cultural and Creative Learning Governor and Staff member in each of the Family of Schools
		Deliver a small Cultural and Creative Learning Grant programme for schools to develop their cultural learning strategies	14k	
		Support school-to-school collaboration in cultural and creative curriculum development and projects through a Partnership Manager seconded from a school	15K	
		Review curriculum and 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. Build on from music review to include visual and other performing arts		
		Distribute a twice-termly online Cultural and Creative Newsletter to the Family of Schools		
		Through Culture Mile Learning, deliver a Cultural CPD Programme for teachers in the Family of Schools	See CML	
	Deepen and enrich cultural experiences for learners inspiring them to discover their creative potential and love the arts and culture	Expand the young musical leaders programme to promote further outreach to Primary Schools	10k	<ul style="list-style-type: none">Pupils in the Family of Schools participate in cultural decision-makingCulture Mile Learning partners offer a learning programme to pupils in
		Enhance and support grass-roots school/culture initiatives, e.g. Museum of London Day		
		Deliver arts events for pupils in the Family of Schools, e.g. Schools’ Concert and Art Exhibition	20k	

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				the Family of Schools to develop fusion skills <ul style="list-style-type: none"> Pupils in the Family of Schools access school visits, play programmes, community engagement projects and volunteering opportunities
		Through Culture Mile Learning, deliver an Outreach Week for the Family of Schools	See CML	
		Amplify and support cultural youth panels across the Culture Mile Learning partners	Staffing	
		Pilot a Culture Mile Learning Youth Panel	TBC	
		Deliver training on cultural learning for disadvantaged and vulnerable learners	TBC	
Learning experiences promote the development of 21st century fusion skills (E, S, C)	Build an applied research and knowledge exchange culture that drives change, prioritises collaboration and underpins learning and teaching	Deliver the Fusion Cities event to convene national and international partners in an evidence-informed armada of fusion skills practice across employment and lifelong learning sectors	30k	<ul style="list-style-type: none"> The City of London Corporation is known as leading innovative work in Fusion Skills Fusion Skill development is seen as integral to pursuing the outcome of becoming outstanding schools in the City Family of Schools From early years to Post-16, pupils have sustained vocational education throughout the school day, building core behaviours and developing fusion skills Pupils in the City Family of schools attend high profile functions
		Create a distinctive brand and identity for the Fusion Skills Programme	10k	
		Amplify and support fusion skills assessment frameworks and national/international research into fusion skills, including through the OECD Schools of Innovation Programme and the RSA Cities of Learning Programme	30k	
	Pilot and evaluate fusion skills projects with partners across education, culture and employment sectors	Expand fusion skills pilots in the Family of Schools to have examples at all age groups	20K + CPG	
		Through Culture Mile Learning, participate in the Cities of Learning pilot to create skills development pathways through cultural experiences	See CML	
		Through Culture Mile Learning, deliver the Fusion Prize to harness community-led solutions to developing fusion skills in London's learners	See CML	
		Through Culture Mile Learning, deliver a pilot of Fusion Skills Traineeships and produce an evaluation	See CML	