Committee(s) Education Board	**Dated:** 03/02/2022
Subject: Tackling Racism Taskforce Action Update	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1, 2, 3, 4, 8, 11 and 12
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(s): Anne Bamford, Strategic Education and Skills Director	

Summary

This report updates Members on the actions underway to address the recommendations of the Tackling Racism Taskforce in regard to Education.

Recommendation(s)

Members are asked to:

- Note the activities currently underway.

Main Report

Background

1. The Education Board has oversight of three strategies: Education, Cultural and Creative Learning, and Skills (2019-23).
2. The Tackling Racism Taskforce made of series of recommendations in relation to a number of strategy areas across the Corporation.
3. The City of London's strategy on Education aims to prepare all people to flourish in a rapidly changing world through exceptional education, cultural and creative learning and skills which link to the world of work.
4. It promotes the value of diversity and inclusion.

Summary of actions to date

5. The following table summarises the actions to date against the recommendations made.

Recommendation[1]	Actions
The Schools ensure recruitment and retention of a diverse range of staff and governors, as well as career progression. Consideration should be given to the introduction of teacher apprenticeships.	- Annual reporting on diversity - It has not been possible to secure national data on which of the 28 routes into teaching provide the greatest level of diversity. - The City of London active as a co-Chair of the national future of Education inclusion workstream.
Equality and inclusion training, as well as difficult conversations training, should be rolled out to all staff.	- This is occurring on February 22 and will be repeated based on demand from governors and senior leadership in schools.
The curriculum should not portray black and minority ethnic people as 'victims' but tell a positive story.	- Curriculum reviews have occurred in all schools, including powerful input from young people and presentations of such to the Education Board. - Schools provided robust additional curriculum offers and resources during Black History Month, including using the extensive resources available via the Find Fusion website to support the curriculum at all phases.
There should be more joined up partnership working, e.g. between the City of London Police and the Family of Schools.	- The City of London in collaboration with the City of London Police and Amazon Web Services (AWS) are running a programme of careers development including cyber safety and cyber security. The programme was launched on January 13, 2022, and will conclude with a cyber challenge project and competition on March 29, 2022. While it was intended to be in person, it is now occurring in a hybrid manner. 50 students are involved in the programme.
Bursaries at the independent schools could be advertised to academies and change the conversation, so it was less about 'class' or 'race' and more about education itself.	- The process of awarding bursaries at the City's independent schools will change after March 31, 2022. - The monitoring of this action will be the responsibility of each school board but should be reported in summary to both the Education Board and Tackling Racism Taskforce.
There should be a focus on Work Experience placements and consider not always giving	- The City of London's programme of work experience is currently managed from

[1] As stated by the Tackling Racism Taskforce

the most 'capable' student a placement, but those where there would be most impact.	the HR department and so this monitoring should be provided by them. - The Connection Communities project offers a range of work related opportunities, including work experience to a diverse group of young Londoners and has to always report against diversity measures and outcomes. - Virtual mentoring and work experience provided by Culture Mile Learning is targeting under-served young people including those within pupil referral units.
Consideration should be given as to what financial support could be offered to the pre-Apprenticeship Academy and to offer and promote mentoring by Members and officers to young people.	- Under the model of funding in operation from April 2021, additional funding can be applied for under Partnership Funding to support the pre-Apprenticeship work. - The Connection Communities project offers a range of work-related opportunities, including work experience to a diverse group of young Londoners and has to always report against diversity measures and outcomes. - The CEO of CoLAT to coordinate for Members and Officers to be contacted to become mentors of young people based on a match of suitable people to the young people.

Conclusions and recommendations

6. Members of the Education Board have been updated on the actions underway in the Family of Schools in response to the recommendations made by the Tackling Racism Taskforce.

Corporate & Strategic Implications

N/A. This report is for information only.

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