

Tackling Racism Taskforce recommendation tracker June 2023

4. Education Workstream

Key Recommendations

	<u>Objective</u>	<u>Recommendation</u>	<u>Completed/Not Completed</u>	<u>Responsible Officer</u>
1	Staff	<ul style="list-style-type: none">• 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.• Equality and inclusion training, as well as difficult conversations training, should be rolled out to all staff.	Not Completed	This recommendation is not within the CoLC remit to deliver. CoLAT is an independent employer to the CoLC. The Aldgate School staff are employed by their Governors. The independent schools have their own CoLC Boards to manage their arrangements.
2	Curriculum	<ul style="list-style-type: none">• The curriculum should not portray black and minority ethnic people as 'victims' but tell a positive story. As part of this, the Tackling Racism Taskforce would encourage the schools to build on its strong Continual Professional Development (CPD) offer for teachers on ways to use cultural resources in learning and to reinvigorate curriculum with culturally diverse content.	Completed	Decolonialising the curriculum has been a key piece of work through Head Teachers Forums under Anne Bamford. CPD for teachers is the remit of CoLAT and independent schools individually.
3	Partnership Working	<ul style="list-style-type: none">• There should be more joined up partnership working, e.g. between the City of London Police and the family of schools.	Completed	The ESU worked with City of London Police on the Stephen Lawrence anniversary commemorative event. A colleague from Chris Pelham's team has liaised with Kelly Fisher from the Police Public Protection Unit regarding work with the Schools in the City - Kelly presented at the last Safeguarding Education Forum on the work she is doing in this space. I have met with the Safer Schools officer for the City, appointed in January 2023. Consequently, City Police

				<p>have been introduced to the appropriate people to facilitate access to Youth Forums to seek the view of young people resident in the City.</p> <p>Through the closing down and spending out of an historic CoL Education Charity, 35 fully funded places for Bachelors degree 3 year courses have been provided to global majority students who would not otherwise be able to go to university. This is in partnership with Goldsmiths College London</p>
4	Bursaries	<ul style="list-style-type: none"> 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. 	Completed	<p>Bursaries and scholarships to CoL independent schools are widely publicised to CoLAT schools. 'Class' and 'race' are not terms used in these communications. Social Mobility through educational opportunities are. Positive individual examples are available (subject to GDPR)</p>
5	Work Experience	<ul style="list-style-type: none"> There should be a focus on work experience placements and consider not always giving the most 'capable' student a placement, but those where there would be most impact. 	Partially completed	<p>This will be a key focus as we rewrite the Education, Cultural & Creative Learning and Skills strategies during 2023 for Education Board sign off in early 2024. Additionally, 20 supported internships have been committed to for delivery between now and 2025. These will be for young people with additional needs.</p>
6	Adult Skills / Lifelong Learning	<ul style="list-style-type: none"> Consideration should be given as to what support could be offered to children at risk of exclusion and to offer and promote mentoring by Members and officers to young people. The important work of the Culture Mile Learning team to help children access and be exposed to cultural institutions should be recognised. 	Completed	<p>Whilst this operational aspiration is not within the remit of the Education Board and CoLC officers, but the remit of local Governors of CoLAT and the Aldgate School, the Education Strategy Unit (through the City Premium Grant), has funded the Apprentice Academy provision within CoLAT secondary schools as an alternative to suspensions and permanent</p>

				<p>exclusions. This funding continues into 2024 to date.</p> <p>Between December 2021 and March 2022, Amazon Web Services (AWS), the City of London Police and the City of London Corporation partnered to deliver a project supporting the development of digital, business and fusion skills in Year 12 students, increasing their knowledge of the wide range of careers in the digital space and preparing them for success in the world of work. Over 30 students from four schools took part in a series of interactive workshops led by experts from the tech sector.</p> <p>They were introduced to a range of careers in technology, as well as how they can use technology to positively impact their worlds. In the final competition event, students used their skills and knowledge to pitch solutions to the challenge of cyber bullying to a panel of experts.</p>
7	Governance	<ul style="list-style-type: none"> It is recommended that the City Corporation should support the Academies by creating and promoting an alumni network, of which members could be encouraged to stand as a governor to contribute towards a more representative governing body for each of the schools. 	Partially completed	<p>This recommendation was not able to be progressed due to the pandemic. Local Governing Body recruitment is a matter for CoLAT and individual schools and not one which the Education Strategy has a remit to lead and influence. It is anticipated to be a feature of the revised Education, Cultural & Creative and Skills Strategies for 2024-28, with</p>

				<p>consultation discussions started. Key partners in alumni activity have been approached to progress this ambition to date.</p> <p>Sir John Cass School has been renamed the Aldgate School to better reflect our knowledge and understanding of our current commitment to inclusion.</p>
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