

<b>Committee(s):</b>	<b>Date(s):</b>
Education Board Court of Common Council	21 May 2015 25 June 2015
<b>Subject:</b> Implementing the Education Strategy 2013-15	<b>Public</b>
<b>Report of:</b> Town Clerk	<b>For Information</b>
<b>Summary</b>	
<p>This report outlines the headline activity of the Education Board during its first year of operation and is structured around the five objectives of the City of London Corporation's Education Strategy 2013-15.</p> <p>The report notes the excellent academic performance across the City Academies and the City's independent schools, and plans for the establishment of two new City primary academies in Islington and Southwark. It highlights the resulting need for a policy for assessing any further requests for expansion of the City's family of schools.</p> <p>It reports on the activities taken throughout the year to embed the concept of a family of City schools and the steps taken to foster a shared City schools ethos, namely greater joint working through joint meetings of Chairmen of Governors and subject heads, as well as efforts to increase the involvement of the City schools in City of London Corporation events. The Board has also monitored the effort made by the Learning and Engagement Forum to ensure the City of London Corporation's cultural offer has maximum impact across London.</p> <p>The Board has also considered the range of employability activity both offered and commissioned by the City of London Corporation and recognises the need to ensure that employability opportunities are advertised as much as possible throughout the City Schools with as little duplication as possible. Moreover the Board recognises that it must ensure pupils in the City Schools leave school with the soft skills required to help them excel in the world of work.</p> <p>The Board has overseen efforts to ensure the City of London Corporation's influence on education in London is maximised as far as possible – this has included facilitating a consultation among the Livery that has demonstrated willingness to coordinate the overall Livery education offer, and working with the Department for Education to encourage persons from City business to join academy trusts in non-executive capacities.</p> <p>The report concludes by noting some areas for consideration when the Education Strategy is refreshed for 2016.</p> <p><b>Recommendation(s)</b></p> <p>Members of the Education Board are asked to:</p> <ul style="list-style-type: none"> <li>• Note the report and approve it for submission to the Court of Common Council at its meeting on 25 June 2015.</li> <li>• Grant delegated authority to the Town Clerk, in consultation with the Chairman and Deputy Chairman, to incorporate comments made at its May meeting, ahead of its submission to the Court.</li> </ul> <p>The Court of Common Council is asked to note the report.</p>	

## Main Report

### Background

1. The City of London Corporation's Education Strategy 2013-15 was adopted by the Court of Common Council at its meeting on 8 May 2014, with an overarching vision *'to educate and inspire children and young people to achieve their full potential'*. In adopting the strategy the Court established the Education Board as a grand committee to oversee its implementation, as well as the wider City of London Corporation education 'offer', working as it does so with other Committees with specific education responsibilities.
2. The Court of Common Council instructed the Education Board to report back to the Court on its first year of operation. This report therefore outlines the Board's headline activities since its first meeting in June 2014, and progress on the implementation of the Education Strategy over that period. It is structured around the five key objectives of the Education Strategy.

### Current Position

#### **Objective 1: To Promote and Support Excellent Education and Access to Higher Education**

3. This objective states that, *'the City reaches over 100,000 children and young people through its schools and educational activities every year and will always look to improve its current provision. This includes ensuring that its current portfolio is achieving positive results and high Ofsted, ISI and other inspection ratings. It will enhance the City's education offering through providing central support and effective governance and management arrangements. It will seek best practice to ensure that all pupils, regardless of background, are given opportunities to succeed and progress to higher education, where appropriate'*.
4. In terms of performance of the current portfolio the year has seen several highlights. The City Academy Hackney (TCAH) has been ranked second best nationally and top in London for both pupil progress and value added to their local community, with the City of London Academy Islington (COLAI) being ranked 35<sup>th</sup>. Moreover the 2015 Pupil Premium Awards – which recognise schools that provide significant improvement in attainment to their disadvantaged pupils – were awarded to COLAI at key stage 4 and Redriff Primary Academy at key stage 2.
5. Further examples of achievement across the City academies include Redriff Primary School in Southwark being invited to join the London Schools' Gold Club and The City Academy Hackney TCAH and COLAI both qualifying for the Schools, Students and Teachers Network (SSAT) awards due to being in the top 20% (COLAI) and top 10% (TCAH) of non-selective schools nationally. Their performance led the Chief Executive of SSAT to comment that *'City of London Academy Islington and City Academy Hackney should be congratulated for their exceptional achievement. They have proved themselves to be leading the field in improving GCSE outcomes for their students...these results are testament to the commitment and hard work of the students, teachers and leadership team at City of London Academy – Islington and City Academy Hackney, and show what can be achieved when skilled teachers have high expectations and ambition for every young person. I am proud that the schools are members of the SSAT network.'*
6. The success of the City academies was in line with the wider family of City Schools. The City of London School for Girls was judged 'Outstanding' by the Independent Schools Inspectorate (ISI) after an inspection in January 2015, and results of an inspection at City of London Freeman's School are expected in June 2015. In addition Sir John Cass Foundation Primary School received a letter from the then-

Minister of State for Schools congratulating them on their consistently excellent key stage 2 results for disadvantaged children since 2012. The Education Board is delighted to see these results, and congratulates the respective boards of governors and schools. The closer working between our schools and governors will enable the good practice reflected in these results to be shared.

7. To improve its current provision, and in particular the offer to City resident children, the past year has seen the following developments:
  - a. The Education Funding Agency (“EFA”) granted in February 2015 an application by the City of London Corporation to establish a two form entry (2FE) primary academy on the former Richard Cloudesley School site in Islington that will provide 420 primary school places for children from both the City and Islington by 2024.
  - b. In March 2015 the Education Board recommended for approval the provision of a standby loan to The City Academy Hackney (TCAH) in order to allow TCAH to build an extension to its existing sixth-form facilities. The extension will allow TCAH to operate a full sixth form of 240 students and provide its students with a learning environment that will allow them to concentrate on A-level studies with a view to attending university.
  - c. The Education Board has monitored the Community and Children Services’ Committee-led expansion of Sir John Cass Foundation Primary School to a 2FE school. The project – overseen by the Community and Children’s Services and Projects Sub Committee – is currently at Gateway 4 and is scheduled for completion in 2016. The expansion will include the introduction of a Priority Admission Area, guaranteeing access to an excellent school for primary aged children across the whole of the City, as well as areas of Tower Hamlets and Islington.
8. *Special Educational Needs and Disability* – the Education Board has established oversight – alongside the Community and Children’s Services Committee - of the City of London Corporation’s Special Educational Needs and Disability (SEND) policy and strategy to ensure that SEND pupils are afforded excellent access to education.
9. *Education of Primary Aged Children in and outside of the City of London* –the Education Board considered the education of primary aged City children being schooled in Islington as well as within the City itself. By establishing this level of oversight the Board plans to ensure it can encourage, and where appropriate fund, opportunities to raise attainment across areas of the curricula within the schools in question. In particular closer relationships have been developed with Prior Weston in Islington, where the majority of primary aged children resident in the City and going to state maintained schools are educated, through measures such as the appointment of a Common Councilman as a community governor at the school.

Outside the City:

  - a. Redriff Primary School has joined the City of London Academy Southwark as part of a multi-academy trust (MAT). Redriff Primary School provides 420 primary places for pupils in Southwark, and as noted was invited to join the London Schools’ Gold Club by the Mayor of London in March 2015.
  - b. Additionally, along with the new Islington primary academy, the EFA has approved a second primary academy in Southwark, to be a renovation of an existing Victorian-era school in Galleywall Road in Southwark providing 420 places by 2023, and planned to open for its first pupils in 2016. The City of London Primary Southwark will join the multi-academy trust (MAT) with the City of London Academy Southwark and Redriff Primary School.

10. *Further expansion and prioritisation* - the new primary academies in Islington and Southwark will see the number of City academies rise to six. In this context it is inevitable that the City of London and its academies will receive further requests for federations and academy sponsorship in partner London boroughs and further afield, both because of the City's reputation but also because of the pressures and expectations on the City's schools and academies to work in clusters. Therefore the Education Board is drawing up a prioritisation process to assess the merits of further opportunities as they arise, in light of central government guidance that makes clear that sponsors should ensure their academies are sustainable. It is anticipated that this will recommend against significant growth and will propose organic development. The prioritisation process – which will be submitted to the Policy & Resources Committee for approval - will provide a means with which to judge the merits of further expansion of the City's family of schools, and help the City of London Corporation ensure that the network of City schools and academies is sustainable in the longer term.
11. *Budget* – the Board was responsible for a budget of £0.7m in 2014/15, increasing to £1m in 2015/16. The budget provides the central support provided by the Education Unit, as well as a total of £500,000 that the City academies may bid for to support projects designed to ensure educational excellence. Project bids approved by the Board in 2014/5 include:
  - a. £150,000 for The City Academy Hackney for four projects, including the provision of Saturday revision workshops for Year 11 children; Sixth form laptops; upgrades to technology and music classrooms, and overseas foreign language trips.
  - b. £150,000 for the City of London Academy Islington across 7 projects including alternative provision for vulnerable students; and the provision of improved IT equipment including the use of tablets for maths tuition.
  - c. £150,000 for the City of London Academy Southwark to provide improved maths tuition for Key Stage 4 pupils, as well as support for local feeder primary schools.
  - d. £50,000 for Redriff Primary Academy to provide improved play areas, in order to encourage physical fitness, social interaction and quiet areas for reading.
12. The budget also gives the Education Board the flexibility to respond to emerging opportunities that arise. During 2014/15 these included the request for the City of London Corporation to act as a primary academy sponsor in Southwark, and the further application for a primary academy in Islington.
13. *Education Unit* – Central support has been provided through the establishment of an Education Unit, based within the Department of Community and Children's Services. Two Education Strategy Advisers provide strategic advice to the Director of Community and Children's Services (DCCS) on national education issues and on attainment data in the City Schools, set within the national context. The Strategy Advisers are supported by an Education Policy Officer (EPO), who is also responsible for coordinating collaboration between the City Schools and the activities of the Learning and Engagement Forum, as well as leading on Education Board initiatives such as training programmes for school governors.
14. *Review of City of London Corporation Education Spend* – the Education Board has considered the extent of the City of London Corporation's overall spending on education at its meetings in October 2014 and January 2015. This initial piece of scoping work has made clear the extent to which overall spend supports the objectives of the Education Strategy.

## **Objective 2: To Strive for Excellence in City Schools**

15. This objective states that *'the City's diverse schools portfolio presents unique challenges in achieving and maintaining excellence across all schools but also presents an opportunity to benefit from working together. The City's schools will be outstanding and the City will support the provision of a learning environment that produces confident and well-rounded pupils who achieve to the best of their abilities.'*
16. The main achievement under this objective is the progress which has been made in bringing the City schools and academies together into more of a "family" of schools. This has seen regular meetings of head teachers and principals, chairmen and chairs, and most importantly work between the schools, including subject meetings of teachers in subjects such as mathematics; a City of London Schools Science Day event on 8 May 2015 held at Guildhall; and support for City academy university applicants provided by the City's independent schools, including guidance on Oxbridge applications and interview skills provided by the City of London School for Girls to peers at The City Academy Hackney. Moreover a City of London School for Girls careers fair that will be open to pupils of the City academies is planned for early 2016.
17. This work is further underpinned by the encouragement given to the City schools to make greater use of City of London Corporation facilities and attend City of London Corporation events. Examples include a Guildhall Art Gallery takeover day by the City of London School for Girls, a Mansion House training day for The City Academy Hackney, and invitations of school pupils to the Freedom Ceremony of illustrator Quentin Blake.
18. *Appointment of City Governors* – As recommended by the Strategy the Education Board has implemented a defined process for the appointment of governors in the City academies, selecting governors on the basis of consultation with the academies on what particular skills are required. When a candidate for governor expresses an interest in a vacancy, they now complete a skills audit that is then kept on a central database. In the independent schools appointments continue to be made by the Court of Common Council, with the school Boards having the ability to appoint external governors to bring additional skills.
19. *Performance and Attainment in the City Schools* – As indicated in paragraphs 4-6, during the past there have been examples of excellent performance in the City family of schools. The Education Unit is developing a more coherent system for tracking and reporting these, so that in its role as Academy sponsor the City of London Corporation is better able to account to government for the performance of the academies, and can help support the relevant governing bodies in identifying trends in performance, and ensuring that best practice is readily shared across the City schools.

## **Objective 3: To Inspire Children through an Enriched Education and Outreach Opportunities**

20. This objective notes that *'the best education incorporates both academic study and exposure to different experiences and learning environments. Children will be given opportunities to explore the world around them, learn new skills, and understand the communities they live in. London is culturally vibrant, historically significant and has a wealth of green spaces to explore. London's children should be able to learn about the community around them and the City can play a part in realising this.'*
21. *Learning and Engagement Forum* - the Education Board in the past year has monitored the work of the Learning and Engagement Forum (LEF), a group of ten cultural institutions engaged in delivering outreach opportunities to pupils across London. The LEF includes the Museum of London, London Metropolitan Archives

(LMA), Barbican Centre and Guildhall School of Music and Drama. In the past year members of the LEF have reached nearly 2,500 school children and 430 college students, who visited the LMA, approximately 14,000 school children who took part in learning sessions across the City of London Corporation's Open Spaces, and 136,849 pupils who visited the Museum of London, or took part in its sessions in schools.

22. Headline activity of the LEF during 2014-15 and into next year includes,
- a. *Hard Education Project* – this is designed to support secondary schools across London in tackling difficult contemporary issues such as homophobia, gang culture, substance abuse and racism. LEF partners will deliver creative performances in schools, teacher training and online learning resources that draw on their collections. Following initial consultation with the City Academies, the LEF is now consulting teachers and pupils across London to inform the planning and delivery of the programme.
  - b. *Great Fire of London Website* – the City of London Corporation has provided funding for the LEF to commission a web consultancy to scope a project to refresh the existing Great Fire of London website for the 350<sup>th</sup> Anniversary. The website will be the premier online source for Great Fire studies and will showcase material from both the Museum of London and the LMA. The new website will build upon the enduring popularity of the existing website that currently attracts 1.5m page views per year.
  - c. *School Visits Fund* – the City of London Corporation has similarly provided funding for small grants to support schools throughout London to visit cultural venues in the City, enabling those schools to pay for transport and supply teachers. The fund will be launched in October 2016 and will prioritise schools in disadvantaged areas, as well as schools that tend not to make use of the City's cultural offer.
  - d. *Headteachers' Cultural Event* – the Forum is convening an event aimed at each Headteacher in London schools. It will be held at the Barbican Centre in October 2016 and will showcase the City's cultural offer and educational initiatives.
  - e. *National Literacy Trust* – the Museum of London, Barbican Centre, Tower Bridge and LMA have worked with the National Literacy Trust to create online resources and teacher training programmes in support of literacy in London's primary and secondary schools. The pilot project runs until December 2015 and it is planned to roll it out on a larger scale in 2016.
  - f. *East London and City Culture Partnership* - the Barbican Centre has established, using Esmée Fairbairn Foundation funding, the ELCCP, to bring together cultural and educational organisations across east London to increase the cultural experiences and talent development available to young people.

#### **Objective 4: To Promote an Effective Transition from Education to Employment**

23. This objective notes that *'the City of London is the global centre for the financial services industry and is a leading international hub for professional services businesses. It is vitally important that the Square Mile continue to attract the best workers. The City can support this by helping young people into employment through training programmes, apprenticeships and employment pathways, and by raising aspirations and awareness of career opportunities.'*
24. During the past year the Board has concluded that, whilst much of the City of London Corporation's employability activity is properly within the remit of the Policy and Resources Committee, the Board has a role to play in ensuring that 'soft skills' that

are key to ensuring employability are best embedded from an early age, and that this is a key area for the Board to focus on when refreshing the Education Strategy.

25. *Education to Employment Audit* – the Education Board received an audit of the Town Clerk’s Economic Development Office’s education to employment work in June 2014. The audit resulted in a new Business Engagement Manager post within EDO whose remit is to lead on and coordinate the engagement of City employers in education and employability work. The audit also included a review of the membership of the City of London Corporation’s internal officer-level Employability Group to ensure its membership was representative of all relevant departments.
26. *Coordination of Employability Activity* – the Education to Employment audit led to the recognition that there are a number of challenges in coordinating efforts in the area of education to employment, not least due to the fact that many employability work streams are cross-departmental within the City of London Corporation, and fall within the remit of several committees, including the Policy and Resources Committee, the Community and Children’s Services Committee, and the Education Board. Therefore a mapping exercise is being conducted to better understand the range of activity the City of London Corporation undertakes and funds. The mapping exercise, once completed, will allow for more informed decision making and ensure that employability activity is joined-up across the City of London Corporation.
27. *Employability and the City Academies* – the Corporate Responsibility Team within EDO plan to continue to embed work-related learning in the City Academies, as well as mobilise City of London Corporation staff to support employability provision through activity such as staff volunteering. Key to this area of work is the engagement and support of senior leadership within the City Academies that both EDO and the Education Unit have worked to build over the past year. Moreover the Education Unit has worked to ensure opportunities and best practice in employability are shared across the entire family of City Schools, by ensuring students have access to the full range of careers advice and employability initiatives. To this end, a new Directors of Sixth Form Group has been convened, and an engagement programme for students is being drawn up for 2015/16 in partnership with Heads of Careers.

**Objective 5: To Explore Opportunities to Expand the City’s Education Portfolio and Influence on Education throughout London**

28. This objective states that, *‘the City will take advantage of opportunities to extend its impact on education in London through expanding its own education portfolio, providing extensive outreach opportunities for its City schools and schools throughout London, and working in partnership with neighbouring boroughs, businesses, livery companies and interested parties to realise these opportunities.’*
29. *City Livery and Education* – following a report of the informal Livery Education Working Party that reviewed the contribution of the Livery to education, the Education Board worked with the Policy and Resources Committee to secure funding for a part-time consultant project manager to consult the Livery on a proposed central office function to coordinate the Livery’s contribution to education. The consultation process was concluded in early 2015 and the consultation report and recommendations considered by the Board in May 2015. The consultation demonstrated that there is an appetite among the Livery for the establishment of a central Livery Education and Training Office (LETO), financed and run by the Livery and whose function would be to support the overall Livery education offer. Moreover a Livery event designed to showcase the wider range of trades, industries and professions on offer to school students is planned for early 2016.

30. *Business Involvement in Academy Trusts* – the City Corporation hosted a breakfast event in partnership with the Department for Education in October 2014 to explore ways for City businesses to encourage their personnel to share their experience on academy trusts in non-executive capacities.
31. *The Worshipful Company of Educators Event* - discussions are underway with the Educators Company around a proposal for a major education lecture, to be held at the Guildhall in late 2015. It is envisaged that the event will feature a keynote speaker from government, or a senior practitioner in the education sector. The event will underline the City of London Corporation's standing in the field of education.

### **Education Strategy 2016**

32. *City of London Education Strategy 2016* – In light of the activity undertaken by the Board during 2014/15 outlined above, it is likely that the renewed strategy from 2016 will include,
  - a. Given the current and potential future expansion of the City academies, the issue arises over how the City of London Corporation will be able to exercise an appropriate level of control and oversight over each of the academies to ensure the City's emerging reputation for excellence as an academy sponsor is maintained, and then replicated throughout each of the City Schools. Overall the issue will be best dealt with by clarifying that the Education Board, supported by the Education Unit, is responsible for new academy projects.
  - b. The Education Strategy 2013-15 was restricted to ages 4-18. The Board will be considering the merit of extending its remit across the whole of the education spectrum to ensure the City of London Corporation's oversight of its education offer is as coherent as possible.
  - c. The Education Board will be considering further issues for the Education Strategy refresh later in 2015.

### **Implications**

33. The Department for Community and Children's Services and the Town Clerk's Economic Development Office have been consulted on this report and their comments incorporated.

### **Conclusion**

34. The Education Board has made considerable progress during 2014/15 in establishing oversight of the broad range of activities across the five objectives of the Education Strategy 2013-15. It has worked to foster the emerging ethos of the family of City Schools through encouraging greater joint-working, and in particular has put in place measures such as improved processes for the skills-based selection of City appointed academy governors, and monitoring trends in attainment data, to ensure that the current excellence in City School attainment can be embedded for the future. It has responded to demand for additional sponsorship of City primary academies in Islington and Southwark, and is now drawing up a policy whereby further academy sponsorship can be prioritised to safeguard the City of London Corporation's ability to perform and an excellent academy sponsor. Overall the Board after its first year of operation has obtained an excellent understanding of the range of issues encompassed by the City of London Corporation's education offer and is well placed to refresh the City of London Corporation's Education Strategy for 2016.



## Appendices

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