

## **Report of the Director of Children's Services to the Children's Services Overview and Scrutiny Committee to be held on 13<sup>th</sup> December 2017**

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**Subject:**

**The Bradford Education Covenant**

**Summary statement:**

This report provides a summary of the progress that has been made in implementing the Education Covenant to increasing the level of support, time and investment from our local community, whether voluntary organisations, businesses, or parents, in our children and young people.

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**Overview & Scrutiny Area:**  
Children's Services

## **1. SUMMARY**

This report provides a summary of the progress that has been made in implementing the Education Covenant to increasing the level of support, time and investment from our local community, whether voluntary organisations, businesses, or parents, in our children and young people.

The Education Covenant is a District-wide collaboration composed of public, business, schools, colleges, higher education, non-profit, community, and parents. It serves as a catalyst for organising community efforts and resources around a shared vision: all Bradford's children and young people will travel a safe, healthy, and successful educational path from cradle to career.

A lot of work has been done over the last six months and new partnerships are being made daily with different members of the community, who are offering resources and expertise and we are truly ready for blast off! But, we need more support, there is so much potential within the District to make a real positive transformational change, which will affect so many children and young people, especially those who are most disadvantaged and hardest to reach.

## **2. BACKGROUND**

The Bradford Education Covenant was created in November 2015 with the aim of bringing together relevant partners and stakeholders to improve the life chances and opportunities of the children and young people of the Bradford District. The ethos behind the covenant is that improving educational attainment and outcomes for Bradford's children is everyone's business. The Covenant offers a way to connect individuals, businesses and organisations to schools and young people. The Covenant is not just about adding up the sum total of our independent work, it's about a long-term commitment to act together in new and powerful ways to achieve large-scale and deep-rooted change for our children and young people.

Since the Full Council decision in 2015 to endorse the Education Covenant there has been significant progress made in developing the strategy, identifying new high quality programmes, supporting the better alignment of existing activities, establishing shared measures for meaningful results, building public will, and advancing work together with our community partners on behalf of Bradford's children and young people.

There are a number of core programmes that have been aligned to support the Education Covenant:

- The Industrial Centres of Excellence
- The Inspiring Bradford programme
- Bradford Pathways
- Governor recruitment
- Delivery of work experience
- Bradford Community Champions

Operational activity and co-ordination sits within Children's Services in the Bradford Pathways team with administrative support from the Work Experience team. The delivery of the Covenant is undertaken by a network of individuals, businesses, and community organisations working together as 'Covenant Ambassadors'. Our Covenant Ambassadors are committed to our District and eager to be part of a transformational solution that

benefits all of our children and young people.

Since the start of the year Bradford Education Covenant has directly impacted on total of 927 companies ( and another 3673 through offering work experience placements) , who have offered their time and commitment to a range of activities supporting schools and students. In addition, the Covenant has empowered schools to make many more direct contacts with business who have supported them. The Covenant has also connected with 76 community organisations who have then gone on to engage with Bradford schools. During just one programme- the Inspiring Bradford week, 200 businesses, 35 schools and 3275 young people took part in the activities on offer, helping to inspire them and giving them direct contact with successful businesses and individuals. The Bradford Industrial Centres of Excellence programme has reached over 300 businesses, and 3000 students.

### **3 LAUNCH AND DEVELOPMENT**

The Bradford Education Covenant was initially developed in 2015 and had a formal launch at an event for Community Champions run at City Hall in May 2016.

#### **3.1 Engagement activity**

- Initial engagement was through an advert was placed on the Bradford Council website, as well as through social media, inviting people to engage in conversation about it.
- A series of You Tube videos were also created with a focus on;
  - After school cooking clubs.
  - Business engagement.
  - Governors
  - Family Learning
- Engagement activity has taken place with a wide range of stakeholders including business organisations such as Bradford Breakthrough and the Chamber of Commerce, religious leaders through the Bishop of Bradford, and schools through briefings for head teachers.
- The Education Covenant was the topic for the Public Forum for Education (PFE) in June 2016, with speakers that included young people, representatives from business, parents and the voluntary sector.
- A breakfast conference was held on 1 February 2017, to extend the discussion and highlight the excellent work that was already taking place across the District with a view of developing the next stage of the Covenant and bringing to fruition new ideas offered by partners.

#### **3.2 Branding and promotion**

The branding and promotion for the Education Covenant has been developed with a logo that is aligned to the branding of 'People Can'. This has been used for the production of Education Covenant banners, pledge cards and the twitter account. These were launched in conjunction with the new Bradford Community Champions initiative, which was founded by Gill Arnold JP and consists of a team of 24 Community Champions, who volunteer to go

into schools to inspire children and young people, focusing on the journeys into careers. The launch was attended by 60 delegates both from school settings, businesses and the community.

Communication of good news stories, engagement and development of the Education Covenant is being disseminated publicly through blogs, newsletters, twitter and press releases. As well as this, the first edition of the Education Covenant Prospectus has been designed, printed and distributed to all schools. The Prospectus includes 49 free programmes offered by partners from a range of sectors. This is helping to raise the profile of the Education Covenant as well as bringing on board new partners.

### **3.3 Example of Covenant Activity**

There are a wide range of activities that are part of the Education Covenant and there are organisations coming forward every day to offer more. Some of the wider activities are described as follows:

### **3.4 District wide Covenant Activity**

- The 'Inspiring Bradford' event ran from 13th – 19th October; a week of inspirational careers events in both primary and secondary schools. Each day had a different theme: business and economy, diversity, women in science, the arts and career routes such as apprenticeships and university. The initiative was developed by a range of partners working closely with both primary and secondary schools across the district. These include Bradford Council, University of Bradford, the National Science and Media Museum, the National Association of Head Teachers and Education and Employers.
- The Prevention of Delirium (POD) Project or Dementia Pilot Programme for students provided an opportunity for Post 16 students to visit either Westwood Park Rehab Centre (BD6) or Westbourne Green Community Hospital (BD8) to develop their understanding of the complex needs of elderly people. Students spent time talking to patients and running activities with them to develop their interpersonal and communication skills, team working and leadership skills. It also provided an insight into careers within Elderly Care.
- Volunteer teachers, Imams and faith leaders in Bradford have been awarded new formal teaching qualifications after taking part in a ground breaking initiative aimed at improving education. This programme has been run by Bradford Council in partnership with Bradford College.
- Ernst and Young Foundation are promoting the opportunity for students to be involved in one of their two programmes for young people; Smart Futures and Our Futures. Smart Futures offers students (higher achievers) a 2 week paid internship with an employer in the school holidays (Easter or summer) for those students on free school meals.
- Judge Jonathan Rose's Student Pre University Court Exposure (Spruce) has offered students applying for law a chance to see the work of the courts. 45 students from Bradford District attended 27<sup>th</sup> – 29<sup>th</sup> June 2017.

- A Strong partnership has been made with the Science and Media Museum and a 'Future zone' promoting careers in STEM was included in the Science Festival which took place over the summer.
- G4S (a British multinational security services company) have pledged £5K per year to support Education Covenant activity, the first 5K will support the development of teaching resources in the format of lesson plans, that focus on new arrivals that are set up their own businesses in the Bradford district.
- Staffing resources have been secured from external partners and located within the Bradford Pathways team:
  - Queens College Cambridge - schools liaison Officer with a remit around widening the participation agenda and social mobility for our most able but disadvantaged young people.
  - Beanstalk – It is proposed that one member of staff join the Bradford Pathways team. This will commence on 30 November 2017.
  - Careers Enterprise Company (CEC) – CEC have agreed to work with Bradford Council to support the covenant including basing a worker with the Covenant Team.
- A Centre of Excellence for Health and Social Care has been established. Investment has been sourced from the NHS and Better Start Bradford to develop a 4 year rolling programme. This will drive and develop young people's skills to fit the needs of the industry.
- The National Literacy Trust (NLT) and the Bradford hub have successfully secured additional resource from the Morrison's foundation to support the work of the hub. This will enable all Bradford schools to have membership to the NLT and a range of resources and targeted schools will be able to access a range of training and CPD. There will also be an increased focus on volunteer literacy champions as well as other opportunities to look out for in the new academic year.
- The literacy hub has lead on the development of a national network to support and promote the role of men in the early years in the shape of the National Men in the early year's conference which was held in Bradford on the 18th July. Attended by over 150 individuals from across the country and brought together a host of local, National and international experts to share practice and seek a new strategy to counter the effect of gender imbalance in the early years workforce.

### **3.5 Developing work within the Covenant**

The potential of the Education Covenant as a catalyst to bring community partners together to accomplish more, rather than working independently. The future plans for the Covenant include:

- A developing STEM partnership with Bradford University
- Further work to identify pupils entitled to free school meals who are not claiming these
- Build on the work currently underway with those schools who have the most disadvantaged and hardest to reach students such as; Merlin Top Primary School,

Killinghall Primary School, Carlton Bolling College, Hanson Academy and providing opportunities for those who wouldn't normally have access to them.

- Work with the union learn organisations to promote apprenticeships
- A planned CPD programme for teachers
- Early discussions with Morrison's about developing breakfast clubs in schools with high numbers of students on free school meals.
- The development of a brokerage website, where businesses can pledge and schools can ask for help
- Plans are underway to extend the Covenant to include a cultural covenant; to explore parental commitment and to develop our Business Covenant alongside the Education one. We are also developing an interactive website, support and materials for parents and students themselves.
- A pilot of the Social Mobility Business Partnership 2018 Work Insight and Skills Programme will be launched in 2018 working in partnership with Provident Financial Group.
- A schools programme is being developed with the Prayer for Bradford Group
- Employability Workshops are being developed with the Baroness Warsi Foundation.
- Discussions are taking place with the Bradford Hospitals Charity around inspiring schools work.
- A focus on those groups of people who we have not fully tapped into yet, but whom have real influence and give so much to the District, in particular our Members of Council and our school governors.
- The development of the Covenant Ambassadors scheme to encourage participation

### **3.6 Development of the Cultural Covenant**

Work is also just beginning on the development of a "Cultural Covenant" with the aspiration that all Bradford's young people will have 25 cultural experiences by the age of 25 ("25 by 25"). This work is being done in conjunction with the Local Culture Education Partnership. Discussions are taking place with key stakeholders within the local cultural community to establish the range of experiences available in Bradford that would count toward the achievement of the "25 by 25" ambition. Within this there is an expectation that when attending one of these experiences in Bradford that there is a clear educational and developmental benefit based on attending that setting.

It is proposed that an App will be developed to both record and track a young person's progress toward the "25 by 25" goal and as a promotional tool for the local events and activities that will count toward the 25 experiences.

The recognition and celebration of the journey of our young people and different communities through the delivery of a cultural covenant will be critical. It is anticipated that awards ceremonies will celebrate significant milestones (for example potentially 10 experiences by aged 10 or similar), as well as particular achievements by children and young people but also to recognise the schools, colleges and training providers that are sourcing and maximising these opportunities for the development of Bradford's youth population.

## **4 OTHER CONSIDERATIONS**

The Education Covenant is part of the wider work on community-based development activities through the Business Covenant, Inclusive Growth, People Can and the

Opportunity Area.

## **5 FINANCIAL & RESOURCE APPRAISAL**

The Education Covenant has primarily been funded through the implementation fund. The Council commitment is enabling partner contributions to be developed as a key part of the Covenant offer.

## **6 RISK MANAGEMENT AND GOVERNANCE ISSUES**

No significant risks.

## **7 LEGAL APPRAISAL**

No legal issues.

## **8 OTHER IMPLICATIONS**

### **8.1 EQUALITY & DIVERSITY**

None

### **8.2 WARD IMPLICATIONS**

There are no Ward or area implications the Education Covenant works on behalf of all children and young people in Bradford and the District.

### **8.3 NOT FOR PUBLICATION DOCUMENTS**

None

## **9. OPTIONS**

No Options

## **10. RECOMMENDATIONS**

- That the report be considered and the progress made be welcomed.
- That the work of our community partners in delivering work with Bradford children and young people undertaken as part of the Covenant be commended.
- That as part of their roles Committee Members promote the Education Covenant.

## **11. APPENDICES**

Appendix A - Examples of work in schools

## **12. BACKGROUND DOCUMENTS**

None

## Appendix A

### Examples of work in schools

- Incommunities Housing have attended two Primaries and arranged activities to be delivered at both, this included a site visit, some group work and an enterprise task, there was also an interactive master classes in plumbing and plastering. They met with apprentices both male and female who currently work for Incommunities demonstrating the diversity and possible routes into training and employment. Alongside this, six pupils from Bowling Park Primary School have been given a unique taster into the world of work with a visit to Incommunities' Construction Training Centre.
- Bradford Teaching Hospitals ran an Introduction to Medicine Summer School from the 19th - 28th July 2017 in Partnership with Xperience. 3 students from two Bradford schools attended the event. The Interview Practice for Medical School took place on 28th October at Bradford Teaching Hospital, 28 students attended on the day from a number of schools across Bradford including; Beckfoot School, Bradford Grammar School and Titus Salt School.
- Bradford Pathways have been involved in Hanson Careers Day. A number of guest speakers and organisations talked about their roles, opportunities, importance of soft skills, what an employer is looking for and the downside of social media.
- A three day Careers event took place in July at Tong School. Year 10 students had the opportunity to visit colleges, universities and employers. There were a number of organisations that came in and ran workshops for the students around soft skills, what makes a good employee and CV writing.
- The NG Bailey engineering-based work experience programme took place during the October half term week (23rd-27th October). The following is feedback provided by one of the students at Bradford Grammar school who attended the event. :
  - "The NG Bailey engineering programme was very well organised and very informative, although it did make me realise engineering was not for me".
  - "The programme enabled me to see how the projects at NG Bailey worked for example the York Piazza and the work continued work that goes on at the Leeds Trinity shopping centre to keep it running. Site visits helped me to see how new technologies worked on a real project".
  - "The company had arranged a variety of workshops and site visits which assisted my understanding and knowledge of how the different aspects of a project worked".
- NG Bailey are also engaged with some of our hardest to reach students in Hanson Academy, Tong High School and Bradford Academy through the Centre of Excellence for Science and Environmental Technologies.
- St Matthew's CE Primary Careers Taster will take place on 22nd November for 60 Year



6 pupils where employers will provide “hands on” activities for the pupils related to their sector. Pupils will have the opportunity to explore different sectors and jobs and find out what it is like to “go to work”. Employers confirmed to date are: Provident Financial, Neighbourhood Wardens.

- F1 Launch - (Jaguar Primary School Challenge) launches Friday 17th November at 11am and will be hosted by Hanson school. The event organised through the STEM Programme and is supported by Bradford College, Hanson School, Denford, Bradford Pathways and the University of Bradford. The challenge is open to students aged 5-11 years old and involves designing and manufacturing the fastest car possible emulating the design and engineering processes employed by real engineering companies, such as Jaguar Cars. The Jaguar Primary School Challenge is sponsored and supported by Jaguar Cars who have been a supporter of F1 in Schools since its launch in 2000.
- 13 primary and secondary schools trained and delivering bespoke performance poetry interventions in school. This amounts to 23 members of staff, and over 300 pupils taking part in a range of writing and performance activities including events with performance poets who inspire a love for poetry and writing. Last year's school cohort achieved significant impact with 100% of pupils taking part achieving at least expected standards and over 36% exceeding in reading and writing assessments. Beyond the increase in writing attainment was the positive change in attitudes towards writing and reported increased confidence and self-esteem of the children and young people taking part. Through a partnership with the Bradford Literature Festival we were able to provide a focussed day for schools with a range of prominent performance poet's form across the UK.