

## **Report of the Executive Member for Education, Culture and Skills to the meeting of Full Council to be held on 16 January 2018.**

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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 and 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 that all Bradford's children and young people will have a safe, healthy, and successful educational path from cradle to career. The activities on offer within the Covenant are offered to schools via the Bradford Education Covenant prospectus, published in September 2017 and also available on line.

A lot of work has been done over the last twelve 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.

Community partners are coming together to support children and young people and schools in a way that has not been done before. This is clearly demonstrated in the Education Covenant prospectus which includes 49 free programmes offered by partners from a range of sectors and it has been very well received by schools. This is helping to raise the profile of the Education Covenant, as well as bringing on board new partners.

Over and above this in 2017 we have had 29% (4600) of the businesses in Bradford actively involved in delivering the Bradford Education Covenant, offering their time and commitment to a range of activities supporting schools and students. The commitment of our businesses to supporting the education of our young people is clearly seen in the work of the Industrial Centres of Excellence, which to date is supported by 300 businesses, and has just under 3000 students on programme.

In addition, the Covenant has empowered schools to make many more direct contacts with business that have supported them. The Covenant has also connected with 76 community organisations that 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 potential is huge and it is envisaged that 2018 will be bigger and better, with real effective collaboration being demonstrated and partners showing a keen interest in being a part of it.

### **3 LAUNCH AND DEVELOPMENT**

#### **3.1 Engagement activity**

- Initial engagement was through an advert which 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 internally, aligned to the branding of 'People Can' and was 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.

### **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. As mentioned earlier in the report 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. This event put Bradford on the national radar, with key professionals from the DfE, government officials including Justine Greening and Director General of CBI being involved.
- 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. The number of families, children and young people that attended was 34, 575, and overall delivery equated to 42, 804 instances of participation
- External sponsorship will enable us to develop teaching resources in the format of lesson plans that focus on new arrivals that have 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 ICE programme will run in Bradford Girls School, Parkside and Bradford Academy.
- 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 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
- Work with the union learn organisations to promote apprenticeships
- A planned CPD programme for teachers
- Discussions with Morrison's about developing breakfast clubs in schools with high numbers of students on free school meals. This has resulted in a pilot with Thornbury Primary which is a 3 form entry (approx. 700 pupil) a majority of pupils in receipt of free school meals, a criteria that Morrison's set. Morrison's will work with the school to offer support through their company volunteers, and where needed offer financial or other support such as food. The model may be replicated in the future with other primary schools.
- 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 9 Schools have come forward and the project will target over a 100 students.
- A schools programme is being developed with the Prayer for Bradford Group
- Employability Workshops are being developed with the Baroness Warsi Foundation. The Project will work with 5 Schools and 20 students from Each School outcome to engage with 100 students
- Discussions are taking place with the Bradford Hospitals Charity around inspiring schools work.
- 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 SUSTAINABILITY IMPLICATIONS**

None

##### **8.3 GREENHOUSE GAS EMISSIONS IMPACTS**

None

##### **8.4 COMMUNITY SAFETY IMPLICATIONS**

None

##### **8.5 HUMAN RIGHTS ACT**

None

## **8.6 TRADE UNION**

None

## **8.7 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.

## **8.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)**

Not applicable

## **8.9 NOT FOR PUBLICATION DOCUMENTS**

None

## **9. OPTIONS**

No Options

## **10. RECOMMENDATIONS**

- That Council consider the report and endorse the progress of the work
- That Council commend the work of our community partners in delivering work with Bradford children and young people undertaken as part of the Covenant
- That members of Council promote the Education Covenant in their networks.

## **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. 17 organisations were involved in both the Workshops and the Careers Event this included Businesses, Training Providers/College/university

The Workshops were organised for their whole Year 12

The careers event was for their whole year 9/10/12

- 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. Day 1: 3 Universities 1 College 2 providers Workshops and Careers Fair; 8 providers attended the workshop, 18 attended the Careers fair, 125 students responded to the evaluation forms
- 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".
- 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) launched on Friday 17th November at 11am and was 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. Currently there are five primary that have expressed an interest in participating and it is likely that more schools will sign up in the New Year. KS4 Technology coordinator at Hanson Academy, said: “We’re really excited to be working in partnership with primary schools as well as Bradford University and Bradford College to take part in the FI Challenge. We know that labour market intelligence shows that there is high demand for skills across the STEM sector. This is a way in which primary pupils can enjoy a fantastic experience and gain insights into problem solving and design skills that are used in manufacturing.”
- 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.