

Report of the Executive Member for Education, Employment and Skills to the meeting of Full Council to be held on 15 January 2019.

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Subject:

The Bradford Education Covenant

Summary statement:

This report provides a summary of the progress of the Education Covenant since the last report in January 2018 with a focus on the continued development of the core offer, youth voice, stakeholder's involvement in determining the priorities for this academic year, school engagement and impact and the Bradford for Teaching programme.

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Overview & Scrutiny Area:
Children's Services

1. SUMMARY

This report provides a summary of the progress of the Education Covenant since the last report in January 2018 with a focus on the continued development of the core offer, youth voice, stakeholder's involvement in determining the priorities for this academic year, school engagement and impact. It also provide an update on the Bradford for Teaching programme that has worked with schools to improve teacher recruitment and retention in the District.

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, re-issued in September 2018 and also available on line.

The Education Covenant is making clear progress supporting our children and young people at all phases of education with opportunities that will support them in raising the attainment levels and aspirations in children, young people and families. It has become a key conduit to promote the greater involvement of our community partners in the lives of young people, though providing brokerage with learning partners.

2. BACKGROUND

At its heart the Education Covenant is a community promise that as a District we will work together to deliver the collective goal of ensuring our Children and Young People lead successful lives and can effectively transition into adulthood.

The successes of the Education Covenant have been built on strong relationships with a range of community partners and enabling them to access and support education by providing a brokerage service. The activity has engaged a range of partners including businesses, community organisations and individuals, resulting in a wide range of programmes which in themselves now have their own identity such as the 'Bradford Community Champions.'

Since the last report, the work of the Education Covenant has continued to strengthen the offer and the relationships with partners, as well as brokering new resources, programmes and initiatives through a wide range of settings including schools and community organisations.

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

- The Industrial Centres of Excellence
- Bradford Pathways
- Governor recruitment
- Delivery of work based learning placements
- 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 continuing to come 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 60 free programmes offered by 52 partners from a range of sectors and it has been very well received by schools. This was an increase of 37 organisations from 2017/18. This is helping to raise the profile of the Education Covenant, as well as bringing on board new partners. In addition, the Covenant has empowered schools to make many more direct contacts with community that have supported them with young people accessing 4,693 community visits last year.

Over and above this in 2018 we have had 30% (4,725) 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 is currently supported by over 300 businesses, and is on-track to have over 15,000 students engaged in career themed learning programmes this year (2018/19).

3 EDUCATION COVENANT ACTIVITY AND DEVELOPMENT

3.1 Communications

Communications are an essential part of the Education Covenant in the promotion of engaging all sections of the community to support the development of our children and young people. The Education Covenant twitter account and Stay Connected e-newsletter with 4,402 subscribers, along with press releases are proving very popular and effectively communicating the success of the Education Covenant, and in turn generating even more support from partners and interest from potential teachers new to the district. Also the Education Covenant Twitter feed is also popular with a thousand followers.

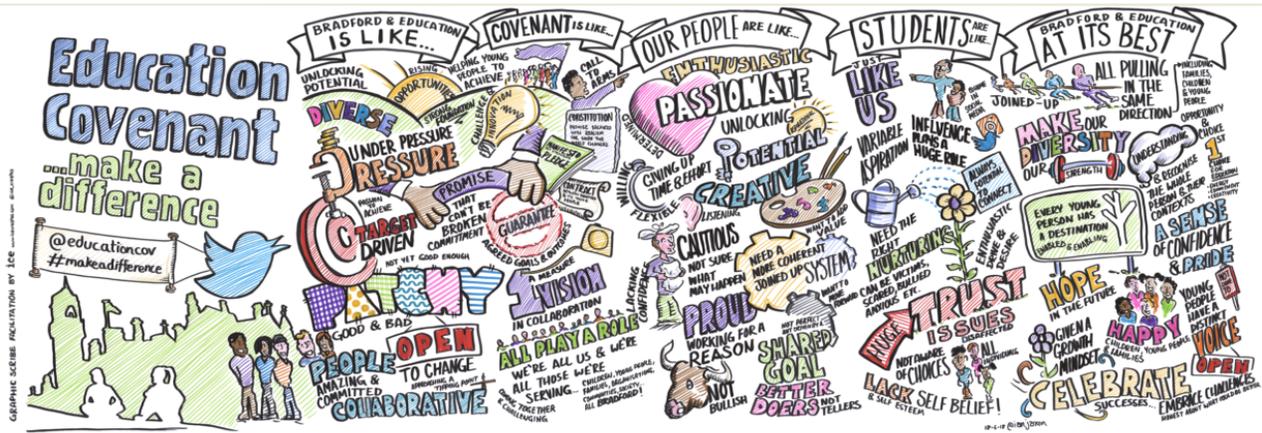
3.2 The Education Covenant Review

In June we hosted the 'Building the Covenant' event which celebrated the success of the Covenant to date and to consider next steps for the Covenant. More than 50 delegates attended representing schools and colleges, businesses, the voluntary and public sectors.

The discussion informed the following priorities for the Education Covenant for 2018/19:

- Engaging parents and carers in the Education Covenant and building an offer to support them and their children.
- Building a 'cultural' covenant that encourages families to engage and take part in the wonderful local cultural offers that we have in the district.
- Continue to grow the core Education Covenant offer and reissue the Covenant prospectus this September.

The conversation at the event was captured pictorially:



Positive feedback from the day included:

- The Education Covenant can make a difference.
- Definitely want more parental involvement/family learning and more work in Early Years.
- There was a general feel of positivity about the Education Covenant and the majority felt in order for a young person to achieve and be successful the fundamental basics have to be in place i.e.: good health care, diet, being a positive citizen and recognising that they are individuals.
- One primary school Head teacher runs a brilliant employer week and we aim to run more of these with the support of volunteers sourced through the Education Covenant.

Following the success of the event we now plan to hold an annual Education & Business Conference every June.

3.3 Bradford Community Champions (BCC)

In 2017 there was the launch of the Bradford Community Champions and have actively engaged with schools across the District. Currently, there are 32 champions who commit their time to work with schools.

Over the last Academic year 2017/18 the Bradford Community Champions:

- Have interacted with over 1,500 young people
- Have attended assemblies at various schools such as Carlton Bolling College, Queensbury Academy and TRACKS
- Actively supported the full week of 'What's my line' activities as part of the Inspiring Bradford events

The Champions work has been well received by schools.

3.4 Cultural Covenant (including youth voice): The 25 x 25

The development of the cultural covenant has progressed and the 25 x 25 framework has gone out for consultation with children, young people and families. The 25 x 25 has the aspiration that all Bradford's young people will have 25 cultural experiences by the age of 25.

The consultations took place at:

- Bradford Festival which brings a vibrant, colourful and multicultural programme of the very best international, British and local theatre, art, music and dance right into the heart of Bradford – 837 members of the public were consulted.
- The Dragon Boat Festival - 178 young people aged 11-18 were consulted
- A range of primary schools – speaking to children and parents.

This consultation has been important to capture the voice of young people and to inform the development of the framework. The 25 x 25 is being developed by the Local Cultural Education Partnership in partnership that will be the key strand of the Education Covenant through 2019.

3.5 School Engagement

67 primary schools out of the 155 in the District engaged with the Education Covenant over the last academic year. Building on the success of the Bradford Pathways more primary schools are now embedding career and enterprise activities into their curriculum, and we have seen more local businesses being engaged to come into schools and support career activities and awareness of different occupations. Appendix A contains a case study from Shirley Manor Primary School.

The 33 Secondary Schools and all three local colleges are engaged with the Bradford Pathways framework and are benefitting from the links made with community partners through the Education Covenant brokerage service.

Examples of the range of school engagement activity are included in Appendix A.

3.6 STEM (Science, Technology, Engineering and Maths)

STEM learning continues to be an integral part of the engagement with schools and is heavily supported by our community partners. This excellent practice has attracted attention and was recently shared with colleagues from Australia who came to learn from the teaching and learning practices used in our approach and the role of experiential and project based learning in STEM.

Examples of this work are included at Appendix A.

3.7 Queens College Schools Liaison Officer - Widening participation

The role of Bradford Schools Liaison Officer was established to offer consistent, intensive support in a way that cannot be achieved when the liaison officer is based in Cambridge. The Officer started in September 2017 and is based at Bradford Council in the Education Partnerships team.

The Schools Liaison Officer engaged with 26 Secondary schools in 2017/18 with activities offered both in Bradford and Cambridge, including residential trips.

Feedback has been incredibly positive from students and teachers. In particular student surveys found:

- 89% felt more knowledgeable about universities in general
- 100% felt more knowledgeable about Oxford and Cambridge

- 48% are more likely to consider applying to a Russell Group university
- 63% are more likely to consider applying to Oxford or Cambridge

More detail and a full list of engagement can be found in Appendix B.

4 BRADFORD FOR TEACHING ACTIVITY

The ambition for Bradford for Teaching is to make Bradford the first destination for high quality education professionals, at all levels and all stages of their career. To help improve the learning and career development offer for education professionals, as well as the targeting and take up of that offer, to help Bradford grow and retain a high quality workforce.

Bradford Council invested £660,000 over the 3 year period 2015-2018 into Bradford for Teaching. A key part of the work has been the cultivation of key partnerships with locally based teacher training providers: Bradford College, Leeds Universities and all school-centred training providers, and school direct provisions across the District. This has led to Bradford having exclusive access to over 600 graduating teachers during the period 2015-2018. The primary principle is to promote the District as a positive place to begin their career. Over 600 final year students have attended the innovative 'bus tours' devised to 'showcase' the diversity of our Districts schools and promote career potential, including both primary and secondary trainees. These tours involve visiting 3 diverse schools across the district, being led by head teachers or senior leaders and giving trainees an opportunity to talk with early career teachers as well as senior leaders in an informal and supportive context, seeing our children 'in action' and dispelling misconceptions of Bradford as a place to live and work. Feedback has been 100% positive with a significant number of trainees now seeing Bradford as a positive place to begin their career.

These tours are then followed up with 'Journey to your first teaching post' workshops delivered to all trainees graduating over the last 3 years which provide clear guidance and structure to securing a teaching post in Bradford and an invitation to apply for the Bradford Talent Bank.

Bus tours and workshop are now mandatory element of all 130 final year students at Leeds Beckett University and Bradford Birth to 19 School annually.

Additionally, the 'Bradford Talent bank', provides a 'pre-vet' service through the interviewing of potential newly qualified teachers (NQT), by experienced head teachers, who are then 'marketed' to schools using a database. Mutually beneficial, the bank provides comprehensive feedback to candidates on their interview techniques, their application and personal statement. Successful candidates were then 'marketed' to schools, via head teachers, whereby their usual recruitment processes are then followed. This has been in place for 3 years within the primary sector, placing 280 NQTs into schools over this period (2015-2018).

The Bradford Teaching brand and website was launched January 2017 with high profile media for secondary schools, followed by primary and special launch on February 2017. There are now 22 secondary, primary and special school ambassadors in place.



www.bradfordteaching.org

Bradford for Teaching has also worked to support the retention of teachers in the profession through the creation of a 3 year roll out career continuum for all stages of teaching from aspirant teacher programme of volunteering linked into initial teacher training through to Executive Headship. This work has included:

- NQT deal for all NQTs in primary, nursery and special across the District which includes enrichment and development locality based training as well as core training provided by Birth-19 TSA.
- New head teacher induction training programme including the provision of a Bradford head teacher professional partner for every head teacher.
- NQT mentor training – to strengthen the mentoring skills of teachers who support newly qualified teachers, ensuring consistency of quality across the district- piloted in the Worth Valley area of the district
- Bradford Aspiring Leaders programme – recruited 18 ‘trainee’ head teachers and 18 head teacher mentors to undertake a development programme delivered by a former Ofsted inspector and prepare for future headships.

The Opportunity Area has provided a further £250,000 funding Bradford for Teaching, which will be provided by Northern Lights Teaching School Alliance, with an extension of the programme until August 2020. Bradford for Teaching will continue as a strategic organisation that will work across initial teacher training and continuing professional development in Bradford to develop a wider ‘Bradford Offer’.

5 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.

6 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.

7 RISK MANAGEMENT AND GOVERNANCE ISSUES

No significant risks.

8 LEGAL APPRAISAL

No legal issues.

9 OTHER IMPLICATIONS

9.1 EQUALITY & DIVERSITY

None

9.2 SUSTAINABILITY IMPLICATIONS

None

9.3 GREENHOUSE GAS EMISSIONS IMPACTS

None

9.4 COMMUNITY SAFETY IMPLICATIONS

None

9.5 HUMAN RIGHTS ACT

None

9.6 TRADE UNION

None

9.7 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.

9.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)

Not applicable

9.9 NOT FOR PUBLICATION DOCUMENTS

None

10. OPTIONS

No Options

11. RECOMMENDATIONS

1. That Council considers the report and endorse the progress of the work
2. That Council commends the work of our community partners with Bradford's children and young people undertaken as part of the Covenant
3. That members promote the Education Covenant in their networks.

12. APPENDICES

Appendix A – Examples of activities in schools and community partner support.

Appendix B - Queens College Cambridge – Widening Participation.

13. BACKGROUND DOCUMENTS

Education Covenant Prospectus <https://www.bradford.gov.uk/children-young-people-and-families/reports-policies-projects-and-strategies/bradford-education-covenant/>

APPENDIX A

Examples of community partner engagement and activities in schools.

Primary Schools

67 primary schools have been engaged with the Education Covenant over the last academic year.

- Barkerend Academy
- Bankfoot Primary
- Ben Rhydding Primary
- Bowling Park Primary & Nursery
- Blakehill Primary
- Byron Primary
- Clayton Village Primary
- Carrwood Primary
- Cavendish Primary
- Cullingworth Village Primary
- Dixons Marchbank Primary
- Denholme Primary
- Eastwood Community School
- Priestthorpe Primary
- Farfield Primary
- Fagley Primary
- Farnham Primary
- Frizinghall Primary
- Fearneville Primary
- Girington Primary
- Grove House Primary
- High Craggs Primary Leadership Academy

- Holycroft Primary
- Home Farm Primary
- Hollingwood Primary
- Holybrook Primary
- Ingrow Primary
- Howarth Primary
- Keelham Primary
- Killinghall Primary
- Lapage Primary & Nursery
- Leytop Primary & Nursery
- Lees Primary
- Long Lee Primary
- Low Ash Primary
- Merlin Top Primary Academy
- Oakworth Primary & Nursery
- Oxenhope CE Primary
- Parkland Primary
- Parkwood Primary
- Peel Park Primary
- Poplars Farm Primary
- Beckfoot Priestthorpe Primary & Nursery
- Reevy Hill Primary
- Riddlesdon St Mary's CE Primary
- Shirley Manor Primary Academy
- Keighley St Andrews C of E Primary
- St Stephens C of E Primary
- St Marys & St Peters Catholic Primary
- St Pauls C of E Primary
- St Matthews C of E Primary & Nursery
- Swain House Primary
- Thackley Primary
- Thornbury Primary Leadership Academy
- Thornton Primary
- Thorpe Primary
- Westminster C of E Primary
- West Bourne Primary
- Wibsey Primary
- Wilsden Primary
- Green Lane Primary
- Brackenhill Primary
- Stocks Lane Primary
- Beckfoot Heaton Primary Academy
- Heaton St Barnabus Primary
- Lister Primary
- Dixons Manningham Primary

CASE STUDY:

Shirley Manor Primary School

Shirley Manor has developed careers activity into their curriculum and call their careers programme 'Future Me', which include classroom discussions exploring different careers, what skills you would need, if you need to go to college or university. Other activities at the school include creating visuals of what their dream job might be.

Since engaging with the Education Covenant through the Bradford Pathways framework, they have had a number of employers engaged and a software company who allowed access via the internet to a career programme that helped young people to identify jobs matched to their skills, likes and dislikes.

The Bradford Champions also support the delivery of the Future Me programme. The Champions speak to the children talking about their career and job and the importance of learning and in particular maths and English. Through the programme the children heard from a range of Champions discussing their careers as a magistrate, photographer, marine biologist, sports coach, poet, construction engineer, an archaeologist and a police officer. In addition, the Lord Mayor also provided an opportunity for a pupil to be a 'Mini Mayor' dressed in ceremonial robes, which the children had to apply for.

The Future Me programme is really valued by the school as Heather Lacey (Head Teacher) explains:

"To raise aspirations and discover what our children's hopes and dreams for the future are. We had a variety of visitors from a wide range of professions ranging from a Hairdresser to a Marine Biologist. We also wanted the children to make connections between the subjects they liked to the careers they could have in the future. This was done using a career software package where the children discovered the types of jobs they may enjoy. For example: a Jockey, GP, Farrier, Diplomat to name but a few.

The children particularly enjoyed listening and quizzing our visitors as they went into classes. The children are still talking about it now and we are looking forward to building on this next year".



Secondary and Post 16 Engagement

33 Secondary Schools and all four local colleges are engaged

- Appleton Academy Beckfoot (Bingley)
 - Beckfoot Oakbank
 - Beckfoot Thornton
 - Belle Vue Girls' School
 - Bingley Grammar School
 - Bradford Academy
 - Bradford Forster Academy
 - Bradford Boys Grammer
 - Bradford Girls Grammer
 - Buttershaw BEC
 - Carlton Bolling College
 - Dixons City Academy
 - Dixons McMillan Academy
 - Feversham College
 - Forsters Academy
 - Grange Technology College
 - Hanson Academy
 - Hazelbeck
 - Ilkley
 - Immanuel College
 - Laisterdyke Business and Enterprise College
 - Oastlers School
 - One In A Million
 - Parkside School
 - Queensbury High
 - St Bede's and St Joseph's Catholic College
 - The Holy Family Catholic School
 - The Samuel Lister Academy
 - Thornton (Beckfoot)
 - Titus Salt
 - Tong Academy
 - UAK
-
- Bradford College
 - Shipley College
 - Keighley College

A key focus of the Education Covenant work through 2018 has been on the promotion of science, technology, engineering and maths (STEM) in the curriculum and brokered and supported a number of STEM projects, such as:

- The F1 transition project is hosted by Hanson School engaging primary school aged pupils to use CAD/CAM software to collaborate, design, analyse, manufacture, test, and then race miniature compressed air powered cars made from F1 model block. Working through the Education Covenant Bradford University provided financial support that allowed primary schools to participate without incurring the cost of

materials. Hanson's "Team Entity" won best pit display and 3rd place at the regional heat at the York STEM Centre. They qualified and competed at the national final at Silverstone and won best team pit display, best sponsorship and marketing awards and placed 6th out of 15 in the country for a development class. Two other teams "Atoms racing" won best pit display at the regional heats for entry class, and "Encryption" won future stars award at the regional heats. The plan for this academic year is to significantly increase the number of participating schools particularly those that are in most need of support in STEM identified through the data we have available relating to deprivation and the science self-assessments primary's complete.

- Lego League is hosted by Bradford University and involves primary schools in the district and regionally. The STEM Centre on campus organise the schools attending and provide the hospitality and necessary support for the day. Schools participating have a task to complete before attending which is assessed at the venue whilst competing against all the school teams. The learning outcomes for participating are STEM related and help to break down some of stereo-types and diversity issues often associated with this sector.
- The Bradford STEM Network meets regularly to map the collective STEM provision in order to better promote and support Bradford and the surrounding District. This work stream is linked into the STEM Champion Cllr Tait with a STEM calendar of events.
- Bradford Manufacturing Week (BMW) led by Bradford Chamber of Commerce provided students with an insight into the world of manufacturing to inspire young people and explore careers in the industry. In total 18 secondary schools participated with 2,637 students engaged with Bradford manufactures across the District.

Furthermore, we continue to work with other community partners to broker engagement and develop programmes with Bradford schools such as:

- School Governors One Stop Shop - 14 Schools both Primary and Secondary
- National Literacy Trust -11 Secondary Schools
- Ahead Partnership - 12 Secondary Schools
- Dame Kelly Holmes Trust - 6 Secondary Schools
- NCOP - Titus Salt School and Tong to place some outreach workers.
- ASK Apprenticeships - 14 schools to talk about apprenticeship opportunities
- Social Mobility Foundation - 5 Schools
- Provident Social Mobility Business Partnership - 10 Secondary Schools
- Apprenticeship Finder - 3 Schools
- Forget Me Not - 1 School
- Women in Engineering - 1 School
- Shape4all Oxford Project - 4 Schools
- Army Youth Outreach Team - 2 Schools
- Ernst and Young Foundation Schools Programme - 6 Schools
- NHS-Nursing Ambassador Events - 10 Secondary Schools
- NHS Medical Placements Programme – 12 Secondary Schools
- One Britain, One Nation (OBON) – 14 Secondary Schools
- SPRUCE Programme – 8 Secondary Schools

CASE STUDY

Parkside School – 'Aspire to be' programme

Through the Education Covenant worked closely with Parkside School to embed the

Bradford Pathways careers framework through the development of Aspire to be programme. The Aspire to be programme is a comprehensive career education curriculum embedded through the whole school that includes working closely with business and community partners to support the learning programme.

The programme requires:

- All faculties - a planned visit to a local business at least once per year
- Head of Faculty to link topics they teach to employers to see if there are opportunities within the curriculum that they could support
- All faculties to facilitate at least one meaningful encounter with an employer for each year group, this may be team teaching, guest speaker, and visit to a work place. This has to be built into the curriculum and made explicit.
- All faculties have to be explicit in their Schemes of Learning as to when 'Employability Skills' will be taught i.e. public speaking in English, problem solving in Maths
- All faculties to consider how to embed subject related career activities i.e. enterprise

APPENDIX B

Queens College Cambridge – Widening Participation - 2017/2018 Review Origins of Bradford/Queens’ College link

The University of Cambridge has a long history of widening participation activity to encourage high ability students from under represented areas to consider applying to highly selective universities. In 2000 the Area Links Scheme was established across the university. This matched each of the 31 undergraduate colleges with areas across the country. The aim of the scheme was for each college to have areas that are their primary focus for widening participation activities, and each area to have a first point of contact at the university in order to create strong and consistent partnerships. The area link for Bradford is Queens’ College.

Bradford Schools Liaison Officer

In 2017 the role of Bradford Schools Liaison Officer was established. This enabled a person to be based in the city itself and offer consistent, intense support which can not be achieved where the liaison officer is based in Cambridge. The Bradford schools Liaison officer started in September 2017 and is based in Bradford Council in the Pathways team.

Activities of the schools liaison officer

The majority of activity can be categorised as follows:

- Year 12 & 13
- Lower School
- Programme

There are other miscellaneous activities included in the provision of the Liaison officer. These include supporting schools led activities such as careers fairs and options evenings, teacher CPD and engaging with other companies in the widening participation sector such as the Brilliant Club.

Year 12 and 13

These are obviously significant years for future attendance at HE and as such form a large part of the liaison work undertaken. In autumn term year 12 students can participate in a workshop on introducing Oxford and Cambridge universities including addressing misconceptions about the institutions such as their high financial cost. It also gives information on important activities students can engage in to make a strong application to Oxford and Cambridge or other highly selective universities. These are *super curricular* activities which show subject interest and their personal commitment and are key factors admissions tutors look for.

At the end of the academic year personal statement workshops are offered to support the application process including preparing for the mandatory early October 15 deadline. There is also the opportunity to attend the University of Cambridge open day.

For any applicants to Oxford and Cambridge an interview workshop is offered at the beginning of autumn term in year 13. This explains the interview process, answers common concerns such as attire and gives advice on the best way to prepare.

Secondary School

This consists of engagement with years 7, 8, 9, 10 and 11 although the most common years involved are year 9 upwards.

Presentations and workshops are given to this group which introduce Russell Group universities as well as Oxford and Cambridge. They are often designed to raise aspiration and emphasise how the choices they have yet to make such as GCSE or A Level options could influence which university they can attend. Often a personal story is used, emphasising the similar background of the liaison officer or previous school alumni who did go to study at these universities.

School Engagement

This is the list of all schools that have had at least one interaction with Queens' College in the 2017/18 year

- Beckfoot Oakbank School
- Beckfoot School
- Beckfoot Upper Heaton School
- Belle Vue Girls' School
- Bingley Grammar School
- Bradford Academy
- Bradford Girls' Grammar School
- Buttershaw Business and Enterprise College
- Carlton Bolling College
- Dixons Allerton Academy
- Dixons City Academy
- Dixons Cottingley Academy
- Dixons Kings Academy
- Dixons McMillan Academy
- Dixons Trinity Academy
- Feversham College
- Ilkley Grammar School
- Immanuel College
- Laisterdyke Business and Enterprise College
- Parkside School
- Queensbury School
- St Bede's and St Joseph's Catholic College
- The Holy Family Catholic School
- Titus Salt School
- Tong High School
- University Academy Keighley

Activity Breakdown

VISITS to Cambridge

Students	71
Teachers	7

Parents

This includes two residential trips for schools as well as the city wide opportunity to attend the University of Cambridge open day.

VISITS in Bradford

Students	686
Teachers	60
Parents	14

The number of students interacted with is a minimum figure, it involves estimating how many students for example to count for a school careers fair where they all have the possibility to engage but some may not.

Composition of visits includes:

- 3 Careers Fairs
- 10 Year 12 workshops introducing Oxford and Cambridge
- 10 Interview workshops for Oxford and Cambridge applicants (4 of which for schools with a single applicant)
- 6 Personal Statement workshops
- 5 Programme sessions
- The rest includes talks for younger year groups, miscellaneous student events and also supporting teachers in CPD regarding application support for Oxford and Cambridge.

Queens' College Progressive Programme

As well as creating the Bradford based liaison role Queens' College was keen to establish a programme of activities that could be offered for students across the city.

Modelled on UK wide outreach programme good practice, as well as extensive research with Bradford schools themselves, the Queens' College Progressive Programme was created and launched 2018.

Target Schools

The programme was designed for an initial cohort of 6 schools with 10 highly able students from each year group. This amounts to a yearly engagement of 240 students.

To select the cohort, data analysis was conducted to find schools which fit the University of Cambridge's widening participation targets for POLAR and OAC classifications. The six schools in the cohort are:

- Beckfoot Oakbank School
- Buttershaw Business and Enterprise College
- Carlton Bolling College
- Dixons Allerton Academy
- Queensbury School
- University Academy Keighley

Programme Logistics

The programme works with students in year 9 who progress through the programme until they leave in year 11. They will be supported across the city in years 12 and 13.

The activities for each year group take place for two cohorts of 30 pupils as follows:

Cohort A	Cohort B
Beckfoot Oakbank School	Buttershaw Business and Enterprise college
Carlton Bolling College	Dixons Allerton Academy
Queensbury School	University Academy Keighley

The cohorts remain the same throughout the programme to encourage connection with the pupils from other schools.

The majority of activities are Bradford based taking place at the National science and Media Museum but there are activities at Queens' College

Programme Activities

Year 9 – Learn about students

In year 9 there are two sessions designed to introduce the programme and follow on into the activities in year 10:

Session 1 – Introduction to highly selective universities.

Session 2 – Introduction to Oxford and Cambridge.

Year 10

Year 10 activities follow on from the year 9 year of “learning” by “being” a student and each session pupils apply one of the skills key to studying at university:

Session 1 – Finance.

Session 2 – Academic Taster Session.

Session 3 – Research skills with independent summer project.

Year 11

Session 1- Queens' College Visit.

Development is on-going for a year 11 summer residential at Queens' College.

Programme feedback

The programme has 12 sessions throughout the year and in this opening year, 5 sessions have been run.

Feedback has been positive from students and teachers in particular student surveys found:

- *89% felt more knowledgeable about universities in general*

- *100% felt more knowledgeable about Oxford and Cambridge*
- *48% more likely to consider applying to a Russell Group university*
- *63% more likely to consider applying to Oxford or Cambridge*

2017/2018 had engagement from 5 of the 6 target schools although one school, Beckfoot Oakbank, had activities on site rather than externally due to their site move. 2018/2019 should see the whole cohort of 6 schools involved for the first time.

Data notices have now been confirmed to capture data which will monitor the effectiveness of this programme using a national analysis programme HEAT

Other engagement

A dialogue was initiated with the library and there has been consultation about the implementation of a teen focused reading challenge to mirror the national Reading Challenge for 7-11s. Work is on going.

Partnership has been formed with the National Science and Media Museum who support the programme sessions

2018/2019 Role aims:

- Increase engagement with schools and target schools who have newly engaged such as Parkside School
- Continue work on the reading challenge with the library service to encourage the positive benefits gained by reading
- Aim to formalise the year 12 and 13 provision of the programme with the opening of New College Bradford