

# SYMPHONY SCHOOLS



## VISION DOCUMENT

**“TRAIN UP A CHILD IN THE WAY HE SHOULD GO, EVEN WHEN HE IS OLD HE WILL NOT DEPART FROM IT”** PROVERBS 22:6

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# WHO ARE WE?

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## Symphony Co

**Symphony Co** is a UK based Christian evangelical organisation, which seeks to **build platforms and create spaces so that people can become all that God has called them to be.** Our presence intends to be a bridge that connects these elements. In our agenda to serve the community, Symphony Schools was birthed.

# Message from the Founder

**It is my pleasure to share with you the vision of Symphony Schools, which has been brewing in my heart since 2017 and now, by God's grace, is planned and prepped to launch in January 2021.**



I work with a faithful and dedicated team, representing many different churches across the UK, together we prayerfully pursue the joy of serving our cities and those who have a passion to develop the next generation. We intend to do this by running an after school club for inner-city youth providing free extra tuition in line with the national curriculum.

We believe the great education these students receive today will enable them to become the answers to society's problems tomorrow. The government has deemed an individual's postcode to be a determining factor of their exam success in state schools - this has got to change!

In 2019, London alone saw 63 lives lost to knife crime, to which, just over 23 were teenagers. The issues run deep - from poverty to mental health to social media. Youth centres are closing and schools are under huge pressure, leading to the "managed moves" of difficult children

- often falling within the category of a 'young Afro-Caribbean male'. These men look just like me, they come from the same background as me and I firmly believe that the church is best-poised to facilitate the answers to this epidemic.

Symphony Schools will not just give access to those who have been once excluded, but also serve as a huge and relevant evangelical witness - a light shining in a very dark world.

This document outlines exactly what we want to achieve and how you can partner with us in bringing this vision to life.

It's an honour to invite you, a friend of Symphony, into this space of kingdom advancement and community development.

Prayerfully,

*Seth Pinnock*



## Message from the Principal

**As we embark on a journey towards empowerment and the educational advancement of our young black men, we invite you to both be a part and bear witness to the greatness that is sure to come.**

Somewhere along the line, our education system allowed our young black boys to accept mediocrity. Our young men have been victims of a system that often sees them as less, boxes them into varied stereotypes and enforces the idea that certain behaviours and levels achievement are the norm. As an initiative, we have decided to challenge these historical patterns of underachievement as it is our intention to display to the world just how intelligent and socially empowered our young men can be.

So, historically, what does the data tell us? We know that young black children excel in primary education but that this begins to show a sharp decline within secondary study. Research suggests that there is a lower expectancy on black children and

that the behaviour of young black boys in particular is punished a lot harsher than that of their white counterparts. Due cultural difference and a lack of understanding of these differences, black children will often be seen as loud, aggressive, argumentative and disruptive. A fallout of these issues lead to high numbers of permanent exclusions for black boys; consequently, children out of education become far more susceptible to entering the criminal justice system which in turn begins a whole new cycle of social decline. Lastly, and arguably one of the most important things to consider, is that black students struggle to see any form of representation within their teaching staff or school leadership. Our children do not see themselves in anybody that claims to educate them. This is where Symphony Schools finds its place.

To paraphrase a very simple yet profound statement “that which you are willing to walk past are the standards you accept”; well we chose not to simply see the poor attainment of our children and walk on by, we will not accept their underachievement, we will propel them forward in authority.

Symphony Schools aim to not only bridge the gap that currently plagues achievement within the black Caribbean community especially, but to also be an example to our students of what they can

become and possibly do for others in the future. We believe that giving our children the ability to further study outside of their mainstream education will give them the necessary support that they would have otherwise gone without. We stand firm in our want of representation for our young men and this will be reflected in positions of leadership and throughout teaching staff and volunteers within the project. We want our young men to begin to believe in themselves further, to open their eyes, hearts and minds to the potential and to begin to lead from the front.

Please read through our vision document with care and attempt to see why this work is important and how you can be a part of lasting change in the lives of so many young black male students. May heavenly blessings continue to cover us as we plan towards beginning a good work.

Yours in service,

*Matthew Popo*  
**CEO / Principal**

# WHY WAS SYMPHONY SCHOOLS CREATED?

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Researchers have found that children from particular post codes and financial backgrounds are persistently doing worse than their peers; achieving lower grades at school and progressing at a much lower rate into university. Within these figures boys from lower income backgrounds perform much worse than girls. Other obstacles, such as increasing class sizes, demanding curriculums and reduced resources, have left a further gap where many pupils, especially young black men, are less likely to gain top grades.

Everyone deserves a fair playing field to further fulfil their purpose and grow into all God has called them to be.

**Symphony Schools aims to bridge the gap between those that society has deemed it a rarity to excel and those who are more privileged.**

We aim to be the academic leverage that supports young black men in maximising their potential, by creating opportunities for them and generations ahead to achieve abundantly more than they could think or imagine, according to the power of God.

Not only will young black boys be exposed to more opportunities, but this initiative will also allow BAME teachers to rise to the occasion, like Nehemiah, returning to his people to rebuild its security.





## Outcomes

**Through Symphony Schools, we want to see an increase in the achievement of young black men in higher education, college and university, young black men having a stronger presence in their families, actively supporting the lowering of rates of violence and crime that prevail in our communities and becoming a beacon in society - all in Jesus name.**

I WRITE UNTO  
YOU, YOUNG MEN,  
BECAUSE YOU ARE  
STRONG, AND THE  
WORD OF GOD  
ABIDES IN YOU

1 JOHN 2:14

# WHAT DO WE DO?

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## Project Aims



We recognise that the attendance and participation of youth in the local church is crucial towards the health of the global church, however, the numbers are falling - as a result, we want to positively contribute towards this and help position the church as the loudest voice in the community.

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**Symphony Schools seeks to educate, equip and empower young, gifted black men by providing free core subject extra tuition classes in line with the National curriculum.**

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To enable this, we will partner with local churches that have an influential reach within their neighbourhoods using their halls and leadership as mentors as well as galvanizing the brainpower of Christian teachers and professionals within the education sector in the local area.

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Together we believe that we will not only see a significant improvement in the GCSE grades of those selected students leading to more opportunities to better their life, career and future, but also through relationship and prayer each student will be exposed to a world of faith where the church will become a go-to place for them, their 'third place' even, inviting friends and family to join in the life of the church.



# Project Objectives



## EDUCATE

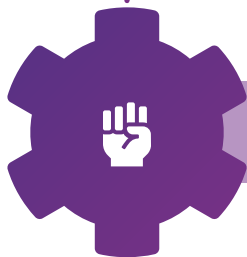
We will provide free extra tuition classes in the subjects of Maths and English on a weekly basis for 12 weeks to Year 10 and 11 pupils, supporting them towards their GCSE examinations.



## EQUIP

After a duration on the programme all participants will be able to answer the following three questions with a greater degree of certainty:

- 1. What do I have to give?**
- 2. Where can I serve?**
- 3. What do I love?**



## EMPOWER

The Symphony Schools curriculum will not only support each individuals' academic successes but will also help to develop them in both their character and self-esteem.

# HOW WILL WE MAKE THIS HAPPEN?

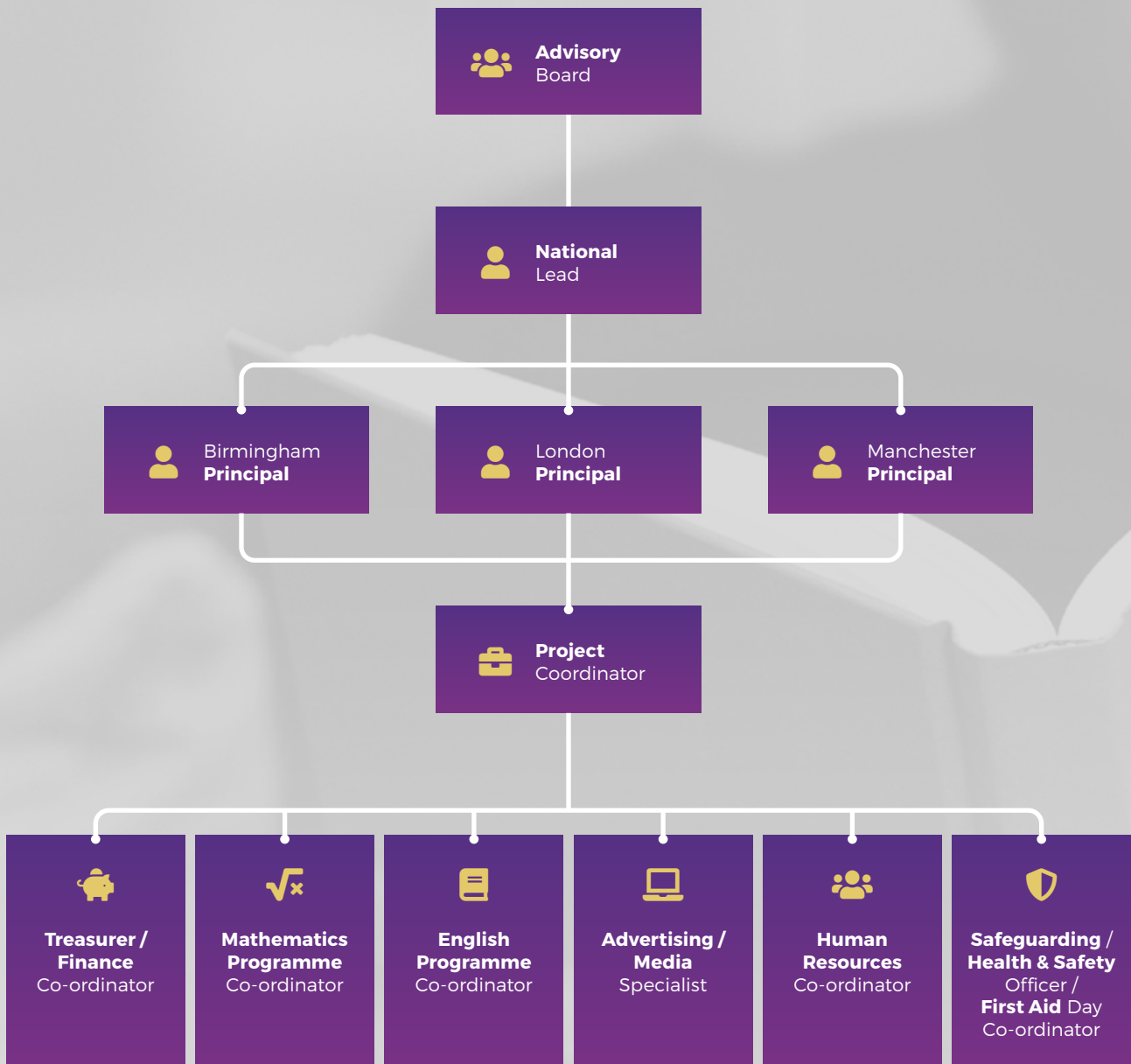
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**To enable Symphony Schools to be a success we need the support of a number of stakeholders; including parents, community members, school leaders, advisory boards and a dedicated delivery team of volunteers: tutors, teachers, coaches, operational managers and guest contributors.**

The work to be undertaken focuses mainly on the set-up and delivery of weekly tutoring classes covering predefined subject topics from the National Curriculum for GCSE Maths and English. Tutors who are fully updated on the National curriculum and believe that 'extra' can make a big difference to a young person's academic outcomes will undertake work.

An operational team will set-up and coordinate the delivery of the classes and a governance team will oversee its running to ensure that Symphony Schools is meeting its objectives. Once the classes are complete we will conduct a short evaluation exercise on what worked well, what didn't work well and also finalise any improvements needed to enhance the quality of our future classes.

# OPERATIONAL STRUCTURE



**We want to provide each child with the best quality education to enable them to reach their highest potential.**

To establish this we will have access to the best **resources**, making sure we're exceeding **project performance** and maintaining a sufficient **budget** to sustain this.

## Resources

The resources required to undertake the project are:



**PEOPLE**

(Volunteers + Staff)



**FACILITIES**



**MATERIALS**

## Project Performance

We will measure performance on two levels **(a) Academically** and through **(b) Attendance**

### **ACADEMICALLY**

Each pupil will undertake **pre and post-academic assessments** which will allow us to track the progress of students and record how well they've improved in their understanding or the topics tutored in.

### **ATTENDANCE**

Achieving an overall **80% - 90%** attendance rate will ensure that all students receive the necessary teachings and mentorship to perform their best.

# Budget

**As a charity, Symphony Co relies on the generous monetary donations from its supporters through our regular giving partner campaign called ‘Project 8’.**

The two main areas that will incur a cost for Symphony Schools are **(a) Operational costs** and **(b) Tutor’s fee:**

## OPERATIONAL COSTS

### WHY ARE OPERATIONAL COSTS NEEDED?

The main operational side of Symphony Schools will be headed by a dedicated team of volunteers who can wholeheartedly offer their time to serve. Our partnerships with local churches provide us with a free venue to host the classes, however, to ensure that each child is enrolled in a safe environment, we are expecting costs for DBS checks. We also have costs for resources, e.g. paper and printing weekly lessons.

We want to provide the opportunity for our students to go on curriculum-related trips and undertake workshops from influential guests, with this, additional costs will also be required.

## TUTOR FEES

### WHY ARE TUTOR FEES NEEDED?

Our goal is to offer high-quality extra tuition classes by tutors who will also be compensated with a fee. In addition to delivering the weekly classes, their work will also involve external preparation such as planning and marking papers.

We are seeking funds to enable us to deliver these classes and generate a sustainable method to reach more young people in the future.

## PROPOSED BUDGET PER CITY

| ITEM                            | NOTES   | 2021 - 2022<br>16 WEEKS<br>(£) | 2022 - 2023<br>23 WEEKS<br>(£) |
|---------------------------------|---|--------------------------------|--------------------------------|
| <b>INTERNAL STAFF</b>           |   |                                |                                |
| Operation Fee                   | Notes here  | 9600                           | 9600                           |
| Tutor Fee                       | 2 Tutors per week paid £100                         | 3200                           | 4600                           |
| Volunteers                      | Travel: £5 per week, per class                      | 160                            | 230                            |
| DBS Check                       | 4 Tutors per year, 10 Volunteers<br>(£50 per check) | 600                            | 700                            |
| <b>HARDWARE</b>                 |   |                                |                                |
| Chrome Books                    | £180 per Chrome Book, 22 purchased                  | 3960                           |                                |
| <b>MATERIALS &amp; SUPPLIES</b> |   |                                |                                |
| Flipchart                       | £40 per Flipchart: Paper £20 p/a                    | 100                            | 20                             |
| Markers                         | £10 per pack  | 20                             | 20                             |
| Workbooks & Pens                | £4 per Student                                      | 80                             | 20                             |
| Small Whiteboards & Pens        | £30 for a pack of 10,<br>£10 per pack of pens       | 24                             | 36                             |
| Printer & Cartridges            | £12 per cartridge: every 8 weeks                    | 104                            | 36                             |
| Paper                           |   | -                              | -                              |
| <b>FACILITIES</b>               |   |                                |                                |
| Room Hire                       |   | -                              | -                              |
| <b>REFRESHMENTS</b>             |   |                                |                                |
| Drinks & Snacks                 | £1 per student per class                            | 320                            | 460                            |
| <b>TRAINING</b>                 |   |                                |                                |
| Safeguarding                    |   |                                |                                |
| <b>COMMUNICATIONS</b>           |   |                                |                                |
| Graphics                        |   | 300                            |                                |
| <b>Total</b>                    |   | <b>18,468</b>                  | <b>15,722</b>                  |
| <b>GRAND TOTAL</b>              |   | <b>£34,190</b>                 |                                |



# WHERE WILL WE DO THIS?

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**Symphony Schools will be piloted in Birmingham from January 2021 with the aim to expand to other UK cities, such as London and Manchester, in the near future.**

We will partner with local churches to provide a base for tutoring classes, mentorship, trips and more.

# WHEN WILL THIS TAKE PLACE?

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**We aim to start recruitment for tutors and young people in Autumn 2020 with classes starting in January 2021.**

Classes will be on a weekly basis for 12 weeks lasting 120 minutes. It is anticipated that all young people will receive both Maths and English tuition and that classes will rota on a weekly basis to ensure all young people benefit from both subject tuitions.

## POLICIES

### Quality Plan

We will develop clear policies, processes and procedures to maintain quality in the classes that we offer and the safety of all working with Symphony Schools. These will include:

- ✔ Policies on Safeguarding, Health and Safety, Professional Conduct, etc.
- ✔ Processes for recruitment, complaints, absence management
- ✔ Checks that confirm tutors are well informed of the UK national curriculum

# CONCLUSION

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**Symphony Schools is set to be a blessing to the lives of the inner-city youth, a light in the community and great contribution towards the growth of the church.**

**Through this, we will see more people seeking God along with a communal certainty in future goals, aspirations and direction of life.**



# **SYMPHONY**

SCHOOLS

Website: [wearesymphony.co/schools](https://wearesymphony.co/schools)

Email: [hello@wearesymphony.co](mailto:hello@wearesymphony.co)

**“AS IRON SHARPENS IRON, SO A MAN SHARPENS THE COUNTENANCE OF HIS FRIEND”** PROVERBS 27:17