



WELLINGTON
COLLEGE

Social Impact Report

Helping shape a more equitable world







Introduction from James Dahl

Master of Wellington College

“ The College has been involved in this work for the best part of a decade, but this is the first year we have decided to share our equity strategy.

Wellington College’s purpose compels us to pioneer so that we can serve and help shape a better world, a world which is more inclusive, sustainable and equitable. In this report, I am delighted to share our work over the past year designed to increase equity of opportunity for all young people, so that they can discover and develop their passions, no matter their school or their family background.

To give one example: we know that whilst 50% of independent school pupils receive sustained music tuition, only 15% of state pupils do¹. Not only does this mean that the majority of young people nationwide fail to experience the joy of making music and miss out on the opportunity of developing knowledge and transferable skills associated with the Performing Arts, but they are also automatically locked out of related careers. Life outcomes are narrowed too soon through lack of opportunity. Wellington is therefore helping to support and better equip music departments, as well as funding and providing a wide range of in-school and co-curricular experiences in our partner schools. You can read more about our Arts Fund on page 8.

The College has been involved in this work for the best part of a decade, but this is the first year we have decided to share our equity strategy. We are proud of our purpose and ambition, as well as the work which goes into pursuing them. We also want to catalyse discussion – with our parents, pupils and teachers, and with our state school and charity partners – as to how Wellington College can best work towards a more equitable world. To this end, we will always welcome your feedback and ideas, and I hope you enjoy exploring this booklet.

¹ www.ukmusic.org/policy-campaigns/music-education/

A more equitable world in numbers

82

UK schools (and a school in the Philippines) benefited from our £45,000 Children's Schools Fund

12

primary schools received £25,000 each via our Primary Schools Grants Programme

56

state schools make up the Wellington-led Teaching Alliance to share teaching knowledge and best practice

2,000

free entry tickets to the 2-day Festival of Education were gifted to state school teachers and leaders

6

organisations which provide enrichment and co-curricular activities for children and young people were funded through our partnership with the Berkshire Community Foundation

£40,000

fund has been set up at Bracknell Forest Council to pay for the essential uniform and equipment which refugees need to thrive at local schools



£450,000

in total distributed to schools to fund their immediate needs / their priority project

1

year's in-school chess programme for a Berkshire school was funded by our donation to the charity, Chess in Schools

79

pupils currently participate in The Wheeler Programme, a long term academic and soft skill enhancement initiative run by the College

100

head boys and head girls attended the 16th annual Head of School Conference at the College to develop leadership skills





Presenting our Theory of Change

If we...

Equip schools _____

Support teachers _____

Work with pupils _____

Enable disadvantaged pupils _____

Then...

State schools are better resourced for effective teaching, learning and enrichment activities _____


Teachers have greater capability, confidence and access to ideas and networks to support effective teaching _____

Cohorts of state pupils have stronger academic knowledge, soft skills and knowledge of education/careers pathways _____

Disadvantaged pupils have the resources they need to attend school as an equal, and participate in experiences outside of school _____

(Our activities)

(Our outputs)



**The Theory of Change describes
the change that we want to make
and the steps to take us there.**

So that...

More effective teaching and learning takes place
in schools

More young people have tried new things, explored
what's possible, are well informed on next steps

(Our outcomes)

And ultimately...

All pupils, regardless of school or family
background, have the opportunity to discover,
develop and pursue their passions for the future

(Our impact)

How we have helped to equip schools this year

We have empowered schools by transferring over £400,000 to buy the items that they identify as priorities.

Primary School Grants Programme

Our flagship grant scheme for schools invited 21 primary schools within close range of the College to submit an application setting out how they would make use of a £25,000 grant. The 12 strongest applications received the full grant, with all the other schools receiving a £5,000 contribution towards their project. One school will use the grant to replace their condemned playground surface; the headteacher told us, “How I would keep the play area open and functioning was causing me so many sleepless nights”.

Our Children’s Schools Fund

All Wellington College staff members were invited to nominate a state school to receive a donation from this £45,000 fund. 83 different schools were suggested, particularly those which are educating the children or grandchildren of our staff. One of our teachers explained that his wife worked at his nominated school, “I know that the budget – particularly in the arts subjects – is woeful and this has a huge effect on materials available to students”. The schools confirmed that even small donations provided a welcome boost.

The Arts Fund

The Wellington College Arts Fund is a teacher-led initiative which raises money through selling tickets for College music, dance and drama performances, occasionally topped up through a cake sale. These funds are disbursed to state schools upon application to spend on art, drama and music equipment. This year, more than £20,000 was raised and disbursed to 14 secondary schools, and 6 primary schools for items such as class ukulele sets, clarinets, lighting and stage equipment for drama performances.



State schools are better resourced
for effective teaching, learning
and enrichment activities.



How we have helped to support teachers this year

As we develop the knowledge and skill base of our teaching staff, we are pleased to also work with – and learn alongside – our state school partners.

Wellington College Teaching Alliance

The Wellington-led Alliance brings together 56 partner schools for teacher development activities, including a network of 28 primary schools which would otherwise have lost their training provision this year due to changes in government funding.

We launched the Professional Learning Programme to access a series of free online sessions, to help staff and students flourish. We also delivered 14 courses to develop professional skills such as leadership through coaching; and mental health first aid, accessed by state schools at a significant discount. We convened science teachers from 26 schools to share ideas and best practice in making chemistry experiments accessible and relevant.





Festival of Education 2022

The Festival of Education is the key learning and networking event in England's education calendar, hosted by Wellington College. More than 6,000 education professionals attended this two-day event, with access to 300 speeches and workshops exploring key topics in teaching, learning and school leadership. 2,000 tickets were made available to state school teachers entirely free of charge in support of their professional development.

**Teachers have greater capability,
confidence and access to ideas and
networks to support effective teaching.**



How we have worked directly with pupils this year

More than 1,000 state school pupils participated in the programmes and events put on by the College. For some pupils, this was a single participation in a co-curricular event. For others, it was a long term programme of engagement. In all cases, it was something extra.

The Wheeler Programme

We recruited our 6th cohort of Wheeler Programme students, bringing the number of state school pupils currently participating in this 5-year programme to 79. A typical pupil has around 200 contact hours with us to strengthen their academic and soft skills.

This year, we conducted research which found that the Wheeler pupils had a higher growth mindset than other state-schooled children of the same age who were not participating in The Wheeler Programme. This outlook creates a love of learning and a resilience which is considered essential for great accomplishment.



**Cohorts of state pupils have stronger
academic knowledge, soft skills and
knowledge of education/careers pathways.**



Wellington College Student Alliance

More than 1,000 state school pupils participated across 30 events put on by the College, such as the OxBridge information and interview preparation sessions.

Educational conferences

Our conferences bring together independent and state school pupils, free of charge. The 16th annual Head of School Conference for head boys and head girls was attended by over 100 pupil leaders; and the 5th annual Global Politics Conference was attended by 90 A Level and IB students.

Chess in Schools

Chess teaches cognitive and emotional skills. Chess in Schools is a national charity that deploys trained volunteer chess tutors and our donation of £2,500 is paying for a school in Berkshire to access a full year's in-school chess programme.



Summer School at the Wellington campus

580 pupils moving from primary to secondary school attended the Wellington College site in August 2021 for team-building in advance of the school year. Activities included dance, yoga, a design & technology challenge, low ropes climbing and team games. One headteacher said, "I was blown away by how wonderful the summer school was. Everything from the organisation to the activities themselves were fabulous".



Resource Productions/ Terry Payman

How we have helped pupils from backgrounds of disadvantage

We fund other organisations to extend our reach and to help more disadvantaged children to engage with their learning and access opportunity.

The Welcome Fund at Bracknell Forest Council

We have donated £40,000 to be managed by Bracknell Forest Council in their frontline response to helping refugees settle in the area. The objective of the fund is to support child refugees to attend and to engage with school, by paying for the uniform and equipment which they need to do so. A secondary objective is to reduce the disparity in resources to which different refugee groups in Bracknell Forest are currently entitled.

Community Fund at the Berkshire Community Foundation

Our new partnership with the Berkshire Community Foundation has enabled us to reach more local organisations than ever before. £35,000 has been allocated to six organisations which provide enrichment and co-curricular activities for children and young people. Recipient organisations include a social enterprise preparing marginalised 11-25 year-olds with skills to work in the creative industries; a charity bringing hands-on weekly STEM sessions to a special needs school; and a youth theatre taking disadvantaged children on tour to the Edinburgh Fringe. Jon Yates, CEO of BCF said, “These six funded projects will provide immense value to children and young people with diverse backgrounds and needs, helping them achieve brighter futures through education and opportunities to shine”.

Donations to IntoUniversity and Aspire2Whitley

We donated £10,000 to IntoUniversity, a charity providing long term support to disadvantaged children with a view to inspiring their application to study at university – and helping them secure a place. We also donated £2,000 to Aspire2Whitley, a small charity providing outdoor education, cultural and leisure activities and trips for 11 schools in a deprived area of Reading.

Disadvantaged pupils have the resources they need to attend school as an equal, and participate in experiences outside of school.



Pupil-led activity to support opportunity for others

We are proud that the pupils at Wellington also use their time to help provide opportunity for other young people. Here is just a snapshot of their work this year.

Global Citizenship pupil initiatives

Our Sixth Form Classics pupils support the Latin provision up to GCSE level at a nearby secondary school. Wellington pupils also developed and ran an outdoor adventure programme for local primary school pupils to extend their experiences, featuring activities such as paddling and low ropes climbing. One group delivered the established 'Golf in the Community' programme, which uses golf-based games to strengthen numeracy and literacy.

Four of our boarding houses maintain close links with pupils at three nearby SEND schools; and one pupil group has been supporting refugee families who are now living close to the College with friendship and mentoring through their GCSE years.





Fundraising

The Blucher has raised nearly £15,000 over the year as part of its long term collaboration with the South African school, Tiger Kloof, which serves a disadvantaged community. Hopetoun pupils have fundraised for Allegra's Ambition, a charity which supports young, disadvantaged people in London and the Southeast through participation in sport and outdoor activities, whilst the Wellesley supported Disability Challengers, who provide play and leisure activities for disabled children and young people. The pupils of Picton house have announced a new bursary to enable a pupil with a physical disability to receive a Wellington education; and the Murray has supported a scholarship programme for high-performing students in Mozambique since 2017.



Pioneering education
to serve and help shape
a better world.