

2018/19

ANNUAL REPORT

ICOBA
Europe



TABLE OF CONTENTS

Chairman's Report	4
Secretary's Report	7
IT Group Report.....	8
Welfare Report	9
Charity Conversion Group Report	10
Social Activities Report.....	13
Appendix (Education Quality Mangement Briefing)	14



CHAIRMAN'S REPORT

This is the first report that I will be producing as chairman of ICOBA Europe outlining a full year's activity. Even though the current executive committee (exco) of ICOBA Europe, including me as the chairman, was elected in December 2017, the exco only took up office in February 2018.

I begin by thanking you for entrusting the running of our great association to the exco team that I lead. It is a great privilege and honour to be considered for this role and to work as a part of your exco team. We all attended a very good school and we still benefit today from the attitudes and knowledge that we gained from the school during our formative teenage years. Even though the exco has traditionally given a report of their stewardship at the association's annual general meetings (AGM) this is the first time that we are producing a coordinated annual report for members. This is something that we believed was the correct thing to do and one that we hope will become the norm going forwards.

The exco meets on a regular basis and at its first meeting in April 2018 it was obvious that there was a large amount of work to be done to accomplish the task of successfully undertaking the regular recurring activities of the association as well as introducing new and innovative activities for the benefit of the association, its members and their families as well as the school, Igbobi College Yaba. I put forward a proposal for the formation of project groups and this was adopted by exco and the following project groups were set up

- Merit awards group – led by the vice chairman and to focus on the development of a merit awards policy as well as running the merit awards process, receiving nominations and making recommendations to exco
- Educational quality group – led by vice chairman and to take an operational lead role in the Igbobi College improving education quality project. The profile and terms of reference of this group was further changed to developing a strategy for fund raising for the project
- Welfare group – led by the welfare secretary and to develop and implement a welfare strategy for the association
- IT group – led by the director of organisation and to create a more dynamic website and web presence as well as develop an interactive database for the association. This group would also operationally lead on publicising events in liaison with the social secretary
- Socials group – led by the social secretary and to develop a group for the operational management of events
- Charity conversion group – led by the secretary general and to focus on the work to explore and recommend on the process of converting the association to a registered charitable organisation

I am certain that you will read more details about the work of these groups in the reports from the other officers of the association. During the year your exco reviewed the work of the welfare secretary and decided to make the office of welfare secretary an elected exco position. The current incumbent will continue to hold this position until the next scheduled exco elections in November 2019.

As an association we understood that there are different generations in members who attended Igbobi College Yaba. This is made more obvious to me personally when I





attend ICOBA Europe meetings and functions and I meet old boys who left the school before I was born. Even though some sets are strong and meet regularly, some sets are not so strong and struggle to meet. It was therefore considered that a good strategy should be implemented to ensure much better communication between old boys and between sets. We have therefore established a set chairs' and secretaries' WhatsApp platform to ensure that this cross communication and support happens. I am happy to report that this platform is working well and has proven to be effective.

The big project that your exco has decided to embark on is the "Education Quality Master Plan (EQM)" for Igbobi College. We are all very passionate about our school and have been disappointed to see the standards and quality of education depreciate over the years. Whereas old boys have contributed to develop the infrastructure of the school since the handover back to the missions, and this has led to the development and adoption of an infrastructure master plan for the school and the development of wonderful structural improvements, the quality of teaching and learning and educational achievements have not matched the great improvements in infrastructure. We therefore believed that it was time to develop an education quality master plan to complement the infrastructure master plan. It is only proper to give recognition to late Dr Olumide Awe, previous chairman ICOBA Europe, who began this thought process in 2013 and commissioned a week's visit to the school in July 2013 to undertake an assessment as well as teacher training.

As an exco we commissioned the development of a full technical education quality master plan document for the school and this report was presented to us last year. We have worked hard to engage with the ICOBA family worldwide to agree with this plan. The document has been reviewed by the school principal and has also been presented to and adopted by the governing body of the school at a specially convened governing board meeting that held in Lagos on 24th October 2018. Mr Oke Eleyae has provided technical support for this project and the chairman of ICOBANA was also present to support the presentation to the governing body. We have engaged stakeholders in the funding of the EQM and we hope to shortly commission a specialist school improvement partner to lead the work on the implementation of the project to achieve a turnaround of the school. The objective is to change the culture of education towards high expectations, high standards and accountability at all levels so that Igbobi College provides students with an outstanding education for life that combines academic and non-academic achievements. In October 2018, ICOBA Europe was also able to collaborate with an NGO in Nigeria, ChiYoWo Empowerment Initiative, for the donation of books to Igbobi College.

I had the privilege of attending ICOBANA annual general meeting in Los Angeles in June 2018 and thoroughly enjoyed the fellowship as well as the chance to re-establish the place of ICOBA Europe in the worldwide ICOBA family. Also in 2018 we had our biennial family retreat from 27th to 29th July at Chesham, Buckingham and even though numbers were lower than expected we had a really good time.

As part of other social events, ICOBA Europe arranged for members to attend Royal Ascot in June 2018 and this was a great day out. We were also able to support the families of the Agbesanwas and the Ifaturotis at the weddings of their children. We have also provided emotional support to members who have battled serious ill health issues in, and separate death of, members of their families. You will read a full report



of welfare and social activities in the social and welfare secretaries' reports including our successful and innovative hosting of the March 2019 annual quiz night of the Nigerian Schools Foundation (UK).

Another innovation that we are trying out is the establishment of special interest groups. We acknowledge that although most people enjoy attending the founders' day event not everyone enjoys the other events that the association puts up. Special interest groups will therefore focus on members with shared hobbies and interests and we will be starting with the setting up of photography and golf special interest groups. We believe that this will provide opportunities for greater fellowship amongst members and their families and if these are successful we will explore the establishment of other possible special interest groups.

Our annual founders' day event in February this year was our largest attended one in recent times and I say a big thank you to members who continue to reach out to members of their sets who have not attended ICOBA Europe events in recent years. At the service merit awards were given to 4 deserving members of the association and we were also able to present a cheque from the ICOBA family to support the ongoing renovation work at Holy Trinity Tottenham. Our other big event for 2019 will be the second Dr Olumide Awe memorial lecture and our biennial dinner dance event. This promises to be a great event and planning has already commenced. You will remember that this event was established in 2017 to honour the memory of Dr Awe and the first event raised a sum of N250,000 that was dedicated and given to the Neuropsychiatric Hospital in Aro, Abeokuta, Nigeria to support the ongoing work of in-patient rehabilitation.

It has been a pleasure to serve our association and I look forward to your ongoing engagement and support in the coming year.

Deji Okubadejo
Chairman, ICOBA Europe



SECRETARY'S REPORT

2018 Founders' Day

The Secretariat organised a successful Founders' day hosted by Reverend Fagbemi on 3rd February 2018.

2018 Exco Meetings

In 2018 the secretariat was also able to successfully organise the following Quarterly Exco Meetings:

- 1 14th April 2018 hosted by Reverend Tade Agbesanwa
- 2 12th May 2018 hosted by the Chairman Dr Deji Okubadejo
- 3 15th September 2018 hosted by Mr Gbenga Segun

2018 General Meeting

The Secretariat also successfully organised the General Meeting at St Johns Church Walmley Hall 8, Walmley Road, Walmley, Sutton Coldfield B76 1QN on 12th May 2018.

The Secretariat will like to seize this opportunity to immensely appreciate our hosts in 2018.

Seye Oyediran
Secretary, ICOBA Europe



IT GROUP REPORT

The last year has seen an increase in the use of technology to advance the work of the association, especially in communicating more effectively with our members. The association now has a viable and dynamic website with information that is easy to access and provides an opportunity for members to carry out a number of interactive online activities such as paying subscriptions vi Paypal, credit or debit cards.

The association also now has a youtube channel, a twitter account, a facebook page and most recently a dedicated photography site on SumugMug where our numerous photography enthusiasts can upload event pictures and perhaps more importantly, allow members to download images.

The association continues to use WhatsApp as an immediate and effective means of communications with members. We would like to encourage more of you to register on the platform. WhatsApp also compliments our general emailing service on MailChimp which allows us to reach over 500 people registered with us.

We have used online event organising solutions such as Eventbrite to organise our larger events with great success. This has made us much more efficient in organising dinner tables, guests into groups and perhaps more importantly allowing organisers to monitor sales of tickets and identify where to direct or marketing efforts.

More recently, ICOBA Europe was tasked with the delivery of the Battle of the Alumni quiz under the auspices of the Nigerian Schools Federation. Our major contribution was to move the quiz from a pen and paper event to a technological one using mobile phones as keypads to answer questions displayed by a number of projectors. This use of technology made 'googling' the answer largely redundant and the interactive nature of the quiz greatly enhanced the experience for participants. They were more trusting of the results which were also delivered immediately the quiz was over without the long delay experienced at previous events.

ICOBA Europe is now largely recognised as the lead alumni association in the UK when it comes to the adoption of new technology.

I would like to thank all those who have helped with the technology effort. We hope some time in the near future to create a viable online members database that is GDPR compliant,

Gbenga Segun
Director of Organisation, ICOBA Europe



WELFARE REPORT

On behalf of the Welfare Committee, it is my pleasure to report the activities and accomplishments pertaining to Welfare in the year 2018.

A welfare committee comprising of Jide Akinwunmi (83/85 set), Wale Oludemi (79/81 set), Chief Femi Onabolu (55/57 set) and the Chair, Segun Ifaturoti (79/81 set) was set up during the year. The committee produced the Welfare Policy included as an appendix to this report.

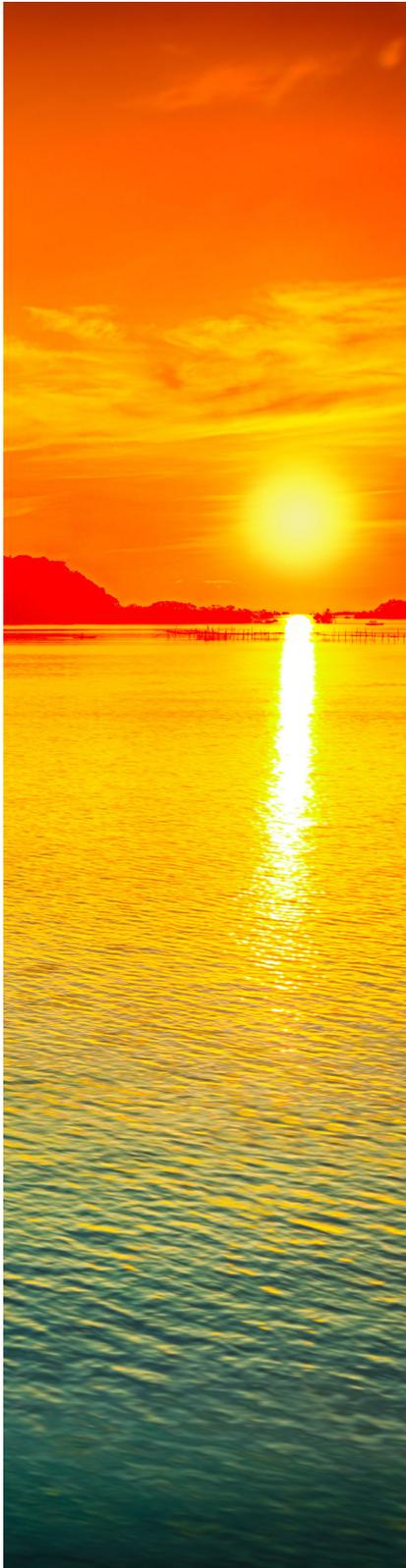
Commendably, many Old Igbobians offered their support and attended events that concerned fellow Igbobians. From the wedding ceremonies (Traditional and White) of the daughters of Rev. Tade Agbesanwa (76/78 set) and Mr. Segun Ifaturoti, on a celebratory note, to the funeral of Mr. Babatunde Adewakun (76/78 set) and the wife of Professor Olatunbosun (66/68 set), on a sad note. Thank you All.

May I seize this opportunity to appeal to Old Igbobians to get involved more in the affairs of ICOBA EUROPE as Igbobi College needs you. Important also is the fact that we all need one another, particularly, during occasions that involve us individually.

The association continued to focus on getting on board our elderly and younger generation Old Igbobians. Chief Femi Onabolu assisted in reaching out to the older generation whilst EXCO reached out to the younger generation. As a consequence, Chief Femi Onabolu got many older Old Igbobians to attend the 2018 AGM as well as the Founders' Day event whilst there was an appreciable increase in the number of younger generation Old Igbobians that attended ICOBA EUROPE events.

After some deliberation at the 2018 AGM, the motion to make the position of Welfare Officer elective from the next general election was unanimously adopted. The position had up until then been held by myself on a voluntary basis.

Segun Ifaturoti
Welfare Secretary, ICOBA Europe



CHARITY CONVERSION GROUP REPORT

Members

Deji Okubaejo
Dele Osinuga
Femi Ogidan
Gary Kuti
Jerry Coker
Soji Fagade
Tunde Joseph
Wole Sanwo
Seye Oyediran

The proposal of the committee and the minutes of Exco and the GM that approved the proposal of the registration of the association as a charitable organisation have been re-circulated as directed at the last Exco meeting of 15th September 2018.

We received quotation from 2 Firms of Chartered Accountants:-

1. Crownwise Consults-Quoted £500+Vat
2. Paul Victoria Accountants-Quoted £500+Vat

The group consulted Ronald Fletcher Solicitors and their opinion is copied below.

The Group met on 10.01.2019 to review our position and the high lights of our review are as follows:

1. The opinion of Ronald Fletcher was more comprehensive and detailed than the proposals from the accountants.
2. The quotation of £2,000-£3,680 plus vat is rather high and open ended for the registration of a Charitable Incorporated Organisation .
3. It was agreed that as start off we will be better to start off as an unregistered Charitable organisation.
4. That we can be able to adopt the format and structure on the charitable commission web site
5. We should identify at least 2 objectives we want to start with.
6. We should be thinking of the number of Trustees and who the Trustees should be.

Dear Olu,

Further to our recent meeting to discuss the possibility of registering a charitable arm of the ICOBA Old Boys Association with the Charity Commission.

The application for registration would need to comply with the requirements of the Charities Act 2011 (the Act). The aim of the charity would be to help improve the educational standard of the school, improve the life of members and their family and to hold bi annual educational lectures for members of the community.





The application in particular will need to focus on satisfying the two key tests namely the charitable purpose (Section 3 of the Act) and public benefit (Section 4 of the Act). As discussed at our meeting in my view the charity will need to be entirely separate from the association to satisfy these requirements. Those members of the association whom wished to be involved in the charity could become members thereby ensuring the synergy desired between the two entities.

In my view the most appropriate structure for the new charity would be a Charitable Incorporated Organisation (CIO) using the association model. This will allow the members of the CIO to have a vote on how the charity is governed and the projects it is involved in. I also add that the trustees of a CIO benefit from limited liability in the same way that directors of a company limited by guarantee would.

I have been asked to set out a quote to act on your behalf on application to the Charity Commission. My hourly rate is £230 plus VAT and I have broken down estimates of the time required to deal with this matter.

Obtaining full ID and fit proper persons declarations for all proposed trustees.

Up to 1 hour

Taking of detailed instructions and preparation of the application to the Charity Commission with a particular focus on charitable purpose and public benefit.

3 – 5 hours

Taking instructions and drafting of a CIO Constitution tailored to meet requirements of the association.

3 – 5 hours

General collation of documentation required for application.

1 hour

Dealing with enquiries raised by the Charity Commission (if any).

2 – 4 hours

I therefore expect the matter to take in the region of 10 – 16 hours dependent on how the matter develops. This would amount to a fee between £2,000 - £3,680 plus VAT.

Observations on the Quotation of Ronald Fletcher Solicitors

1. It is steep and open ended
2. The organisation cannot afford it.

Resolution

The Group resolution after reviewing the quotations was that we should consider self help and register a Charitable arm of the organisation and that the existing structure of ICOBA Europe be maintained.

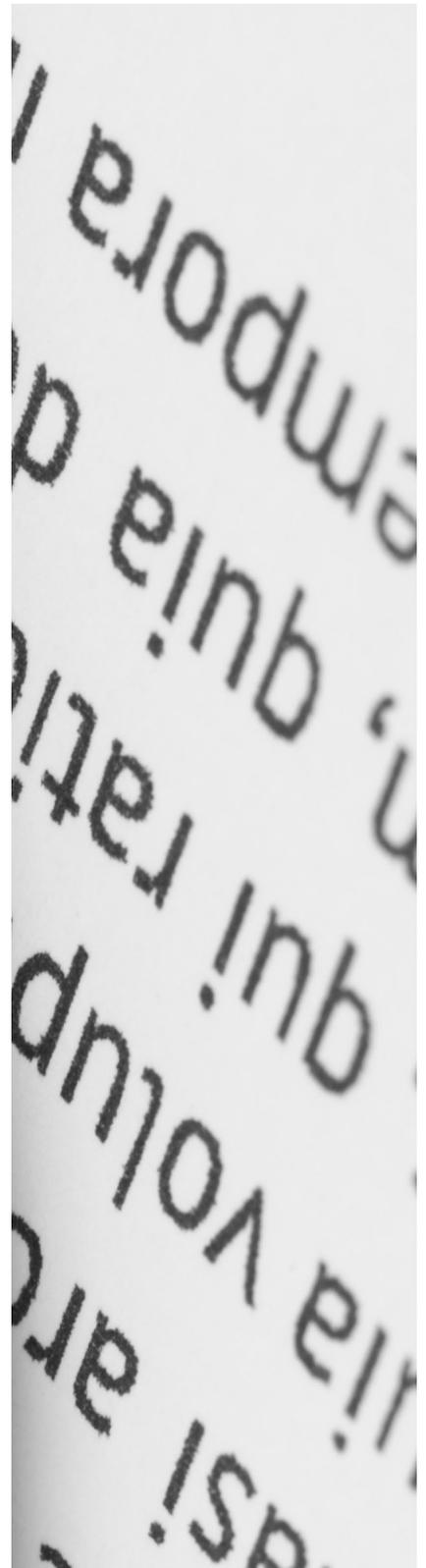
Next Steps

- 1 Start minimally and grow
- 2 Propose names of the Charity
- 3 Propose objectives
- 4 Propose Trustees
- 5 Adapt model constitution on the Charity Commission's web site.
- 6 Dele Osinuga was proposed to take the lead.

Exco Resolution at meeting of 12th January 2019

We should maintain current status of ICOBA Europe and work on the option of self help registration of a Charitable arm of the organisation.

Seye Oyediran
Chair, Charity Conversion Group, ICOBA Europe



SOCIAL ACTIVITIES REPORT



Firstly, a massive thank you to everybody who has been involved in the planning, organising and running of our social activities. We are all looking forward to the rest of the social calendar for 2019.

In 2018/19, we have organised and participated in the following events.

1) ICOBA Europe participated at the 2nd MGHS Lits Day July 2018 at Hackney East London, where we came second in the Fashion Parade. This year, we intend to participate in two events (Fashion parade and Debate) at the 3rd MGLITS Day on the 6th of July.

2) Our 5th Bi annual family reunion from 27th-29th July 2018 at Devere Estate Latimer hosted about 55 attendees where we incorporated new programmes like interactive session, Kaleidos and “Wakanda gele” session with pampering. We had a good dance session after dinner, fantastic talk session with Dr Odemuyiwa and photography trail by Senior Gbenga Segun.

3) 86th Founder’s day service was held on the 2nd of February 2019 at Holy Trinity Church, Philip Lane, Tottenham. We are very grateful to Rev Fagbemi and Mrs Fagbemi for hosting us.

It was a memorable event especially with the combination of merit awards presentations to our deserving awardees.

4) We hosted the 4th NFS Battle of the Alumni Inter School Quiz night held on 23rd of March 2019, owing to the fact we had won last year’s competition. As victors, we had the privilege of hosting, similar to how the winning country of Eurovision is the host country for the next year. The event was well attended by Old Igbobians, 32 various alumni and over 400 guests.

We introduced new quiz technology and made use of a bigger venue with extended closing time till midnight. I am so grateful to Senior Gbenga Segun, Senior Wole Sanwo, Senior Oke Eleyae, Senior Kunle Mosuru, Senior Kaye Olule, Wicoba, Chairman and the entire Exco for their support.

Without all their efforts and commitment we would have been unable to achieve such a large scale event as successfully.

4) We plan to attend at least three other school’s social events before November.

5) Our 2nd Dr Awe’s Memorial Lecture series and Dinner will take place on the 09/11/19. The venue, topic of the lecture, and other information relating to this event will be sent out in due course.

Finally a huge thank you to everybody who has been involved in all our activities. Without you all, it would have been impossible to do. I am so grateful. Finally, a special thank you to our volunteering photographers — without you we would lack the visual documentation of our events.

Kunle Adeniji
Social Secretary, ICOBA Europe



IGBOBI COLLEGE YABA



Improving education quality master plan – briefing for stakeholders and sponsors

Striving for excellence

High Expectations, High Standards, Accountability At all Levels

A report commissioned by ICOBA Europe

Introduction

Igbobi College Yaba was founded in 1932 as part of a follow-up to the 1926 Education Code. The aim was simply stated as, “To give a well-balanced secondary education to boys in an environment adequate for the purpose”. The school was a joint project by the CMS and Wesleyan Methodist missions. In its first decade the school experienced pioneering and steady growth and paved the way for other schools in the Lagos area. The school emphasised Christian traditions with moral training and high quality of teaching and scholarly work as well as emphasis on music, sports, solidarity and competition. With the introduction of the school certificate examinations it was normal for 60 – 70% of the students to be in the highest grade (Grade 1). The school has been led by a number of eminent educators including Mr S A Babalola, an excellent scholar and graduate of Cambridge University and an old boy, who became the first Nigerian principal in 1958.

The school was autonomous under the effective management of the Board of Governors on which the missions and the ministry of education were represented. In 1976 the Federal Military Government took control of elementary education and launched a Universal Primary Education scheme throughout the country. With the ascent of a civilian regime in 1979 a policy of free education was introduced in Lagos. The school was taken over and three new secondary schools were erected in the extensive grounds of Igbobi College. This and associated developments led to a rapid decline in the quality of teaching and learning in the school.

Since the 1st of October 2001, when Igbobi College was handed back to the Anglican and Methodist missions, the development and adoption of an infrastructure master plan has meant that a lot of work has gone into improving the physical structures of the school in order to create an appropriate and conducive environment that supports and promotes excellent teaching and learning. Over the years, however, the educational experiences and academic outcomes of the students have not been up to the standards expected from a beacon of excellence, which it once was. A recent inspection report of the school highlighted as part of its main findings summary that,

“However, there is no documented School Improvement Plan that can be used from time to time to bring about an overall continuous improvement in quality and standards of education in the school”.

Office of Education Quality Assurance, Lagos State Ministry of Education (05/09/2018)

Igbobi College needs to get back to being one of the top educational establishments in the country, competing favourably with international schools and producing well-rounded and well-grounded noble Nigerians and global citizens, who are able to become the next generation of business leaders, wealth generators, job creators, top scientists and nation builders.

An Improving Education Quality Master Plan has been developed to facilitate this and the plan is intended to highlight systems, processes, procedures and structures that need to be in place to ensure consistent, positive outcomes for the students, as well as the school developing a formidable academic reputation.

The master plan provides a framework for improved and focused action planning that secures consistency and continuity of approach. In addition, it will enable the school to focus on delivering high standards of education and excellent outcomes for the students by improving the quality of teaching and learning as well as leadership and management.

The plan has been structured so that it serves as an on-going working document. The expectation is that the Senior Leadership Team, in conjunction with the Board of Governors, identify aspects of the plan that are already in place and the extent to which those aspects are delivering the intended outcomes.

A decision has to be made regarding what can be achieved in the short term (i.e. one year), and what can be achieved in the medium to long term to facilitate an initial work of remediation and a subsequent embedding of support for a new approach.

The plan enables the school to take ownership of the type and quality of training (CPD) that should be carried out in the school. Any training or CPD requirements for the school should come out of a well-articulated School Improvement Plan, which has been informed by a rigorous self-evaluation and monitoring process, backed by relevant up-to-date data.

This plan, if adopted and followed with integrity, professionalism and purpose, will enable the school to secure accountability at every level and help to provide a conducive learning environment for the students to thrive and fulfill their God given potential. It is also expected that the teaching staff will develop professionally and be better motivated.

There is of course a financial cost to the development and implementation of this improving education quality master plan. Following an initial assessment and training week event initiated and funded by ICOBA Europe in July 2013, the concept and development work for this Education Quality Master Plan began in November 2017 and culminated in presentation of the plan to, and adoption by, the Board of Governors of the school in October 2018. The initial development costs have been fully borne by ICOBA Europe up to the point of adoption of the plan by the Board of Governors. It is the hope and expectation that stakeholders and partners will join with ICOBA Europe to fund the implementation of this plan.

The full technical detailed brochure of the improving education quality master plan is available on request.

Key Principles

- Provide Igbobi College students with an outstanding education for life that combines academic and non-academic achievements, where all the boys reach their full potential and create an environment where all the boys are able to access the help and support they really need in order for them to become fully engaged learners. The School's Christian ethos should be tangible and have a positive impact on the actions and integrity of all staff and students.
- Provide appropriate teaching and learning support, which will meet the needs of the whole school learning community, including those with specific learning difficulties, allowing all pupils to achieve their full academic potential and high levels of excellence within the school. Education should not just be seen as passing exams – it's a culture that should stretch beyond the classrooms, libraries, laboratories and playing fields, into other aspects of life that will greatly enhance the experiences of the boys.
- Throughout their school careers, boys should have access to a range of 'Learning Support' including: study skills advice, career advice, smart revision strategies, memory techniques, better organisation, essay writing, public speaking, proof reading, note taking, computer and technology literacy and other relevant skills, required for the complex demands of 21st century knowledge economies.
- Engage highly qualified classroom teachers, who are graduates and can demonstrate a genuine love and expertise of their subjects.
- Encourage a culture of research and cross-curricular interactions between staff from different departments, sharing good practice and relevant resources to better support students. As a school, Igbobi College needs to have a reputation for the quality and breadth of the education it offers. It needs to be a forward-looking school that reflects the world outside the school gates if it is to prepare the boys for a technologically advanced world.
- Aside from transforming the physical buildings and structures of the school, the college should be involved with widening access and opportunity by increasing the depth and breadth of the curriculum offered. Boys passing through Igbobi College should emerge as young adults who carry their experiences of school with them for life. The education received should be exceptional; not only for its academic excellence, but for its overall approach in enabling each boy to develop and thrive as an individual.

Headlines of key priorities

- Leadership and management effectiveness
- Quality of teaching, learning and assessment – Teacher effectiveness
- Personal development, behavior and welfare
- Quality of teaching, learning and assessment – Student outcomes
- Securing accountability
- Developing partnerships
- Resources
- Governance

In order for Igbobi College to demonstrate the capacity to improve, it has to

1. Understand how it can secure sustained pupil improvement
2. Show that the school can meet challenging targets
3. Demonstrate progress in tackling the areas for improvement identified from self-review and evaluation processes
4. Be successful in achieving goals and improving areas of weakness that the school has identified
5. Be rigorous in evaluating the school's performance in meeting the needs of all its pupils
6. Establish effective self-evaluation processes across the school community
7. Demonstrate a clear approach in identifying areas for improvement
8. Ensure that leadership and management are effective at all levels
9. Show that the school's systems efficiently identify and tackle underperformance, particularly any weaknesses in the quality of teaching

