

SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children's Services Scrutiny Panel

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CONTACT OFFICER: Ketan Gandhi – Service Lead Communities & Leisure
(For all Enquiries) (01753) 875500

WARD(S): All

PART I **FOR COMMENT & CONSIDERATION**

FIVE YEAR PLAN – “ACHIEVE ECONOMIC WELLBEING” – SUPPORTING YOUNG PEOPLE INTO EDUCATION, EMPLOYMENT AND TRAINING

1. Purpose of Report

- 1.1 A priority action of the Council's 5 Year Plan, Outcome 1 Our children and young people will have the best start in life and opportunities to give them positive lives is to support young people into employment, education and training.
- 1.2 The Education & Skills Act (ESA) (2008) places a duty on all young people in England to participate in education or training until the age of 18. The provisions of the Act required that by 2015 young people must participate in education or training up to the age of 18. The intention is that young people will be able to participate in a way that suits them: for instance in full time education at school or college; through an Apprenticeship; or in part time learning if they are also working or volunteering full time.
- 1.3 Slough Borough Council working with key partners provides support to ensure that young people make a successful and sustainable transition post 16 in to education employment and training. This works primarily is undertaken through the Council's Young People's Service. This report aims to update the Education Scrutiny Committee on the current work in relation to supporting young people to secure Education, Employment and Training up to their 18th birthday in line with the Raising Participation Age duty.

2. Recommendation(s)/Proposed Action

The Panel is requested to read the Ofsted Inspection report and note this report for information and progress made.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

- 3.1 The work outlined in this report supports the following Wellbeing Strategy priorities:
 - Protecting vulnerable children
 - Increasing life expectancy by focusing on inequalities

3.2 The report covers part of the following Five Year Plan outcome:

- Our children and young people will have the best start in life and opportunities to give them positive lives

4. **Other Implications**

a) Financial

There are no financial implications associated with this report.

b) Risk Management

Recommendation from section 2 above	Risks/Threats/ Opportunities	Current Controls	Using the Risk Management Matrix Score the risk	Future Controls
The Committee is requested to read the Ofsted Inspection report and note this report for information and progress made.	We are better aligning the work of the NEET reduction and prevention agendas with the wider skills and aspirations work that the council are developing with our partners	Multi agency skills group established Monthly reporting to DfE on performance relating to NEET's and unknowns	Low	

c) Human Rights Act and Other Legal Implications

There are no Human Rights Act Implications.

d) Equalities Impact Assessment

This report has not required the compilation of an Equalities Impact Assessment.

5. **Supporting Information**

5.1 A priority action of the Council's 5 Year Plan, Outcome 1 Our children and young people will have the best start in life and opportunities to give them positive lives is to support young people into employment, education and training.

5.2 The Education & Skills Act (ESA) (2008) places a duty on all young people in England to participate in education or training until the age of 18. The provisions of the Act required that by 2015 young people must participate in education or training up to the age of 18. The intention is that young people will be able to participate in a way that suits them: for instance in full time education at school or college; through an Apprenticeship; or in part time learning if they are also working or volunteering full time.

5.3 Slough Borough Council working with key partners provides support to ensure that young people make a successful and sustainable transition post 16 in to education employment and training. This works primarily is undertaken through the Council's Young People's Service.

Duty on the Local Authority

5.4 Although a range of partners have specific responsibilities relating to the Raising Participation Age (RPA) agenda, Slough Borough Council has responsibilities to support young people into education or training, which are set out in the following duties:

- Secure sufficient suitable education and training provision for all young people aged 16-19 and for those aged 20-24 with a Learning Difficulty Assessment in their area;
- Tracking young people's participation successfully is a key element of this duty.

5.5 The Education Skills Act 2008 places two new duties on local authorities with regard to 16 and 17 year-olds. These relate to the Raising of the Participation Age (RPA). There are duties on all Post 16 learning providers to promote good attendance of 16 and 17 year olds and to notify their local authority when a young person drops out of learning.

National performance

5.6 Connexions were formerly the Careers service for young people. The Government ceased operating Connexions as a coherent national careers service around 2010. The duty for Impartial Careers Information, Advice & Guidance for those in Education fell on to schools and colleges.

5.7 Local Authorities maintained their responsibility for young people not in education, employment and training post 16 and until their 18th birthday. This coincides with the Raising Participation Age Agenda.

5.8 Whilst monthly data has to be submitted to the DfE in relation to our work in identifying and supporting young people in to education, employment and training up to their 18th birthday, traditionally, there is an annual measure based on performance during November, December & January which highlights local, regional and national performance.

5.9 This year this annual measure has been changed to December, January, February and submissions are due mid March. National information is likely to be available post May 2018.

The Slough position

5.10 For those students who are in education, Careers Information, Advice & Guidance is the responsibility of schools and colleges. In Slough, working with partners the Young People's Service focuses on the following priorities in order to keep the numbers of young people who are NEET down to a minimum:

- NEET prevention – working with schools to identify young people in year 11 who are at risk of becoming NEET (RONI – Risk of NEET Indicator)
- Tracking – the council has a duty to know the Education, employment and Training status of all young people who are of academic age year 12 & year 13

- September Guarantee ensuring every Year 11 and Year 12 student has a guaranteed offer of education, employment and or training
- NEET reduction – supporting young people who have become NEET to secure meaningful Education, Employment and or Training.
- NEET reduction specifically aimed at our young people who are in care or looked after – irrelevant of where they are based.
- Supporting Sloughs Skills Agenda

RONI (Young people identified as risk of NEET using Risk of NEET Indicators)

5.11 The Council works with schools to identify young people who are at risk of becoming NEET (RONI). This identification is based on a wide range of data and school's own intelligence. Young people identified as Roni's are categorised in to 4 categories. Those categorised in to level 1 & level 2 are deemed as likely to stay in education, employment and training as a result of additional support provided directly by schools. Those categorised at level 3 & 4 are deemed to be at significant risk of becoming NEET receive additional support through the Young People's Service.

RONI Analysis

Total number of RONIs over 2016/17 & 2017/18

RONI Level	RONI 16/17 (205)	RONI 17/18 (224)
Level 1	61	40
Level 2	40	57
Level 3	84	88
Level 4	39	20

- 5.12 RONI 17/18 cycle commenced in September, RONIs 3 & 4 are receiving 1-1 or group intervention from the Council's Young People's Service and in addition are supported through the summer through specific activities including work experience, visits to national career events, college taster sessions, joint sessions with slough get active, National Citizenship Service and support to become apprenticeship ready.
- 5.13 A significant shift this year for the better has arisen from identification and support starting at the beginning of year 11 instead of February as in previous years. Supporting pupils from the beginning of the academic year has enabled RONI workers to improve the quality of service – supported RONI pupils to complete sixth form applications before the deadlines which had been missed in previous years, increased time and opportunities to build rapport, explore more options, and ensure young people are better placed to make informed choices.

RONI DESTINATION FIGURES (RONI 17/18 not included as cycle not completed)

2015/16

Count of YP_Ref Destination Group	RONI_Description Level 1 (LOW)	Level 2	Level 3	Level 4 (HIGH)	Grand Total
College/FE	86.49%	74.68%	79.37%	42.50%	72.15%
Full Time Employment with Training	2.70%	2.53%	0.00%	5.00%	2.28%
Full time Employment without Training	2.70%	5.06%	3.17%	10.00%	5.02%
NEET	2.70%	10.13%	14.29%	32.50%	14.16%
Training	5.41%	5.06%	3.17%	5.00%	4.57%
Unknown	0.00%	2.53%	0.00%	5.00%	1.83%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

2016/17

Count of YP_Ref Destination Group	RONI_Description Level 1 (LOW)	Level 2	Level 3	Level 4 (HIGH)	Grand Total
College/FE	95.00%	89.47%	85.23%	70.00%	86.83%
Full Time Employment with Training	0.00%	1.75%	0.00%	0.00%	0.49%
Full time Employment without Training	2.50%	1.75%	0.00%	10.00%	1.95%
NEET	2.50%	1.75%	9.09%	20.00%	6.83%
Training	0.00%	5.26%	5.68%	0.00%	3.90%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

RONI Analysis / Trends

- EET Sustainability has improved each year – pupils are better equipped with skills to sustain EET
- NEET figures for (RONI 3&4) decreased each year – more intensive support during post destination/monitoring stage (Sept-Dec) We are exploring additional support to continue to enhance the post year 11 support
- NEET cohort – High tendency to be made up of non-engagers – we are working with schools and partners to identify these young people earlier enabling appropriate targeted support to be put in place.
- Where trends show NEETS represented substantially from the same schools, we are looking to enhance earlier identification and partnership working including potentially starting RONI work in Year 10
- A sustained percentage of RONI Level 4s are entering ‘employment without training’. Whilst this better than them being unemployed, the young people are still officially classed as NEET.
- A small percentage of RONIs 1 & 2 become NEET each year - further analysis of this is being undertaken

September Guarantee

5.14 The September Guarantee helps local authorities fulfil their duty to provide education and training to young people and find them a suitable place. The offer should be appropriate to the young person's needs and can include:

- Full-time education in school sixth-forms or colleges
- An apprenticeship or traineeship
- Employment combined with part-time education or training

5.15 In 2017 Sloughs performance on the September Guarantee was 96.2%. National figures for 2017 are yet to be uploaded by the DfE. The following table highlights 2016 performance regionally and compared to the national average:

	16 and 17 year olds	Offer made (%)		Offer not appropriate (%)	No offer (%)	Not recorded (%)
ENGLAND	1,143,810	94.5%		1.0%	0.9%	3.5%
SOUTH EAST	181,750	92.7%		1.2%	0.8%	5.3%
Bracknell Forest	2,290	95.2% h		1.0%	1.0%	2.7%
Brighton & Hove	4,660	96.4% h		2.6%	0.3%	0.7%
Buckinghamshire	11,820	94.3%		0.5%	0.7%	4.5%
East Sussex	10,720	95.2% h		1.5%	1.9%	1.4%
Hampshire	26,970	97.0% h		0.6%	0.5%	1.9%
Isle of Wight	2,840	98.2% h		0.8%	0.2%	0.8%
Kent	34,030	93.0% h		1.8%	1.0%	4.2%
Medway	6,660	94.4%		0.3%	1.9%	3.5%
Milton Keynes	6,120	92.5%		2.7%	2.0%	2.8%
Oxfordshire	12,430	94.5%		0.5%	0.3%	4.7%
Portsmouth	3,710	94.0%		2.2%	2.6%	1.1%
Reading	2,790	91.8%		2.3%	1.2%	4.7%
Slough	3,500	96.4%		1.4%	1.3%	0.9%
Southampton	4,180	96.5% h		0.9%	0.3%	2.3%
Surrey	21,790	93.5% h		1.0%	0.6%	5.0%
West Berkshire	3,770	96.9% h		1.8%	0.0%	1.4%
West Sussex	17,290	89.2%		0.9%	0.1%	9.8%
Windsor & Maidenhead	2,910	9.5%		0.0%	0.0%	90.5%
Wokingham	3,280	92.7%		1.1%	0.6%	5.6%

NEET Reduction

5.16 The NEET reduction team provide 1-1 support to young people to help them secure a meaningful and sustainable return to education, employment and or training. In many cases young people are not EET ready and need to be first supported in dealing with a wide range of life issues.

5.17 The reality in Slough is that those young people with only a few or minor obstacles are supported quite quickly to secure Education, Employment and Training. However for many of our embedded NEET's there are major complexities and hurdles to overcome even before we can start thinking about getting them nearer to being job or education ready.

5.18 At the time of writing this report the following are the latest statistics available:

- NEET rate for year 12 and 13 = 2.24% (79 YP). The national average as of October 2017 was 2.8%
- Not Known rate for year 12 and 13 = 1.05% (37 YP).
- Combined year 12 and 13 NEET and Not Known rate = 3.29% (116 YP).

5.19 When the combined figure for NEETs and Unknowns is used, we are functioning in the top quintile in the country. This is the correct position to use as a number of authorities have low levels of NEET but high levels of unknowns. This can give a false picture. Many authorities across the UK have moved away from tracking young people and rely on identifying NEET's as and when young people access an appropriate service. Slough has maintained a dedicated tracking team of 2fte staff.

5.20 Of the 79 young people who are NEET, the following applies:

NEET	51
NEET - Declined Support	5
NEET - Start Date Agreed for EET	1
NEET - Supporting Family - Teenage Parent	2
NEET - Travelling Abroad (without a confirmed/deferred University Place)	1
NEET Not Available - Illness	5
NEET Not Available - Other	5
NEET Not Available - Pregnancy (11 weeks to due date)	1
NEET Not Ready	8

Supporting our Children Looked After and Leaving Care in to Education, Employment and Training

5.21 This area of work is reported in to the Joint Parenting Panel and the Joint Improvement Board (SCST & SBC). A new Education, Employment and Training

Strategy for Children Looked After and Care Leavers 2017-2020 was adopted late 2017.

Supporting and developing the Skills agenda

5.22 It is absolutely imperative that our work on supporting young people in to education, employment and training works hand in glove with the development of a skills strategy. A multi agency Strategic Skills & Employment Group has been established consisting of partners including SBC, Schools, Adviza, Heathrow, SUR, Small Businesses and JCP.

5.23 The Strategic Skills and employment Group is an all age group and not just young people. The group have adopted the LEP priorities and will be supplemented with additional local priorities where specific local needs have been identified:

Objective 1: Use better those who are already in the workforce;

Objective 2: Ensure that economic potential is not restricted by labour supply issues;

Objective 3: Inspire the next generation and build aspirations and ambition.

5.24 The work of this group is in its infancy; however, its work will endeavour to develop:

- A careers education information, advice and guidance system, spanning all stages of education and transition, promoting education and employment opportunities based on local labour market information;
- A post-16 education landscape that includes a high quality training offer increasing opportunities at level 3 and above, increased STEM / STEAM provision, focusing on information technology, telecommunications, construction, logistics, business services, leisure and hospitality, and public services (teachers, nurses and doctors);
- A high quality vocational further education offer complementing the secondary school curriculum that contributes to Slough's business needs informed by priority skill sectors;
- A clear higher education pathway that promotes vocational and academic routes to achieve qualifications at level 4 and above equally;
- Up skilling of local residents, including those with maths, English and language (ESOL) needs, in order that they are better equipped to secure local employment and contribute to the local economy;
- An increase in the number and range of apprenticeship opportunities, especially at level 3 and above;

- Increased high needs provision to meet the expansion of post-18 students with Special Education Needs (SEN).
- There is a particular need to provide alternative routes for those students who do not wish to follow the traditional 'A' level / university career pathway and adults who want to continue their education later in life.
- There is a particular need to focus on drop out of EET at ages 17 &18

6. **Comments of Other Committees**

This report has not been considered by any other SBC committee.

7. **Conclusion**

- 7.1 Slough performs well in sustaining low levels of NEETs and successfully tracks young people education employment and or training status through academic years 12 & 13. Intensive support is provided for young people both at risk of becoming NEET and those who have become NEET.
- 7.2 Partnership work between the Council and Schools is affective and the young people's service is an active partner of the SASH Careers Education, Information and Advice Network.
- 7.3 Many of the current embedded NEET's have a range of life issues they are dealing with and the young people's service will be exploring ways of reallocating resource to better support these young people. There is a need to better align this work within a wider 14-19 agenda and the development of a Skills Strategy.

8. **Appendices**

'A' - Participation of young people in education employment or training