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DATE: Wednesday 23 January 2013

EDUCATION PORTFOLIO HOLDER BRIEFING

Meeting to be held on Wednesday 23 January 2013

QUESTIONS ON THE PORTFOLIO HOLDER BRIEFING

The Briefing comprises:

- 1 MINUTES OF THE MEETING OF BROMLEY BEHAVIOUR SERVICES WORKING GROUP HELD ON 14TH NOVEMBER 2012 (Pages 3 - 6)**
- 2 MINUTES OF THE EDUCATION BUDGET SUB COMMITTEE HELD ON 8TH JANUARY 2013 (Pages 7 - 12)**
- 3 UPDATE FROM THE SEN EXECUTIVE WORKING PARTY (Pages 13 - 14)**
- 4 YOUTH SERVICES UPDATE (Pages 15 - 20)**
- 5 UPDATE ON BROMLEY YOUTH COUNCIL MANIFESTO CAMPAIGN PROGRAMME (Pages 21 - 24)**
- 6 ANNUAL REPORT - BROMLEY ADULT EDUCATION COLLEGE (Pages 25 - 42)**
- 7 ACADEMY PROGRAMME IN BROMLEY: UPDATE (Pages 43 - 46)**
- 8 EDUCATION POLICY AND LEGISLATIVE CHANGES: UPDATE (Pages 47 - 50)**

Members and Co-opted Members have been provided with advanced copies of the Part 1 (Public) briefing via email. The Part 1 (Public) briefing is also available on the Council website at the following link: <http://cds.bromley.gov.uk/ieListMeetings.aspx?XXR=0&Year=2013&CId=559>

Paper copies of this Information Briefing will not be available at the meeting of Education PDS Committee.

Information Items will not be debated at Education PDS Committee unless a member of the Committee requests a discussion be held. 24 hours notice must be given to the Clerk.

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Agenda Item 1

EDUCATION PDS COMMITTEE: BROMLEY BEHAVIOUR SERVICES WORKING GROUP

Minutes of the meeting held at 6.00pm on 14th November 2012

Present

Councillor Nicholas Bennett JP (Chairman)
Councillor Alexa Michael
Darren Jenkins – Co-opted Member representing Parent Governors
Paula Farrow – Head Teacher, Farnborough Primary School
Patrick Foley – Head Teacher, Southborough Primary School
Denise James-Mason – Head Teacher, Marjorie McClure School
Neil Miller – Head of School, The Priory School
Paul Murphy – Head Teacher, Ravensbourne School

Also present

Councillor Stephen Wells
Councillor Pauline Tunnicliffe
Rob Higgins – Former Head Teacher, Charles Darwin School and Chair of PRU Management Committee
Craig Channell - Former Principal of Wealden Skills Centre
Dr Tessa Moore – Assistant Director (Education)
Mike Barnes – Head of Access & Admissions
David Bradshaw – Head of Education and Care Services Finance
Keith Pringle – Democratic Services Officer

1. APPOINTMENT OF CHAIRMAN

Councillor Nicholas Bennett J.P was appointed Chairman of the Working Group.

2. APOLOGIES FOR ABSENCE AND NOTIFICATION OF ALTERNATE MEMBERS

Apologies were received from Mrs Joan McConnell.

3. SCOPE OF THE REVIEW/TERMS OF REFERENCE

The following Terms of Reference were proposed:

- (1) to monitor funding for the provision of Behaviour Services;
- (2) to monitor progress towards a new structure for Behaviour Services and to make recommendations to the Education PDS Committee;
- (3) to look at strategies to improve behaviour standards;
- (4) to monitor exclusions and suspensions;
- (5) information sharing and working with other groups;

(6) improving outcomes of pupils referred to Alternative Provision and the Kingswood and Grovelands Pupil Referral Unit (PRU) schools;

(7) analysing pupils referred to the above and the relationship of the above providers with schools e.g. individual contracts; and

(8) any other relevant matter.

It was agreed that the Working Group would continue to the end of the Council year. On strategies for improving behaviour standards, Councillor Alexa Michael referred to a significant influence at home.

4. BEHAVIOUR SERVICES IN BROMLEY – CURRENT SERVICE

The Behaviour Service is 100% funded from Dedicated Schools Grant (DSG). Page 35 of the agenda papers indicated relevant costs. Secondary services are provided at Kingswood and services for primary age pupils provided at Grovelands. Respite provision is also undertaken along with outreach work to schools – the respite provision being provided at the former Walsingham school. This comprised mainly purchased places by schools. Some Special Educational Needs (SEN) places were also located at the premises. The Chairman requested that visits be arranged to Kingswood, Grovelands and the former Walsingham school. **(Action: ECS)**

The Behaviour Service also included home tuition for pupils unable to attend school for medical reasons, full time education for pregnant schoolgirls and school-aged mothers, and daily education to in-patient children on the children's ward at the Princess University (PRU) Hospital. Pupils unable to attend for medical reasons includes some children with mental health issues. It was agreed that the scope of the Working Group's remit should not include the "*Home and Hospital*" aspect of the service's work although a breakdown of children with mental health issues and reasons etc would be helpful. **(Action: ECS)**

It was also advised that the Schools Forum had agreed to part of the Behaviour Service (Primary Outreach) funding being delegated to schools.

5. FUTURE STRATEGY FOR BEHAVIOUR SERVICES IN BROMLEY

The Working Group had received a report of the review led by Rob Higgins into the Behaviour Service currently delivered by L B Bromley. In addressing the Group, Rob Higgins referred to growing numbers of excluded pupils at the PRU and associated cost. Such pupils staying on at the PRU were extra pressures and there was potential to have more disaffected pupils at age 14. Rob Higgins indicated that there was interest in having a Free School to provide Behaviour Services e.g. a studio school along with a potential funding stream.

As a case study for consideration, Craig Channell gave a presentation on Wealden Skills Centre, East Sussex. The Centre was initiated through the collaboration of four local Head Teachers who set out to meet behaviour needs in the locality. Two former industrial units were leased and the facilities re-

equipped to provide for up to 300 learners at a cost of some £1.5m. Details were outlined of facilities offered and delivery models.

It was necessary to close the Skills Centre as Local Authority funding ceased. There were close links with industry/businesses and measures of success for the initiative were outlined. The initiative was successful – the Centre had its own commercial catering facility, a Hairdressing Salon and provision of vehicle pre-checks for customers in advance of subsequent MOT tests. Such activities provided income. Detail was also presented on the work environment and income generation. Reference was made to £7.5k at five days per week per pupil at the Centre compared to £17k in school at the PRU. Pupils were interested in functional Maths and English.

In discussion, Rob Higgins suggested it was unclear where accountability rested for student provision under the current model. He felt that it was unworkable and the Government's direction of travel was for more independence. The Government was keen for PRUs to become academies. Some autonomy was necessary in running the PRU and Behaviour Service.

The Chairman was interested to see OfSTED reports for Kingswood - changes had previously taken place at Head Teacher/Principal level. It was indicated to the Group that since the last Head Teacher left, the role was being undertaken by two members of staff and the school was being run as well as it had been before. This arrangement was pending the outcome of the ongoing review. There had been five Head Teachers in seven years at Kingswood.

Concerning Grovelands, the school was carrying a number of temporary staff and the Head Teacher would soon be leaving. There was restructuring and temporary staff were being replaced with permanent posts. The early intervention staff would offer a limited sold service to primary schools.

In response to a question from the Chairman, the Group was advised that from April 2013 PRUs will have their own delegated budget - academies would follow as the next stage. Academies were interested in running PRUs - nevertheless, the LA continued to maintain a statutory duty for any pupil excluded. There remained a statutory duty for the LA to provide education from the sixth day of exclusion although it was not necessary for this to be at the PRU.

Behaviour services for schools were undertaken on a needs basis. Some schools were buying into the service whereas other schools had their own services, although there was no buying from other local authorities. Following a successful bid, Harris Beckenham had been granted permission for an alternative provision free school (Harris Aspire Academy) from 2013. This would be for their own pupils and pupils from other schools.

Paul Murphy indicated that secondary headteachers were keen on managing behaviour through a Charitable Trust. He suggested that language related to behaviour services e.g. PRU needed to change and the language of Alternative Provision (AP) was not being used enough. The PRU at Kingswood and Grovelands was all that was currently offered; if pupils had severe behaviour problems they would be placed at the PRU. He felt that this was no longer

appropriate. He suggested that 14 year old students with behaviour problems did not want to go to another school for two days a week. Secondary headteachers were supportive of transformation and he suggested that the needs of students with behaviour problems be based on advice from schools. He added that Harris could charge Secondary Heads for use of its new alternative provision free school and this was interesting.

The Portfolio Holder understood that a Harris PRU would be in L B Croydon on L B Bromley's western border. Harris might be in a favourable market position based on what they charge. He indicated that the model of Charitable Trust with an Executive Board below had merit. The Chairman referred to outcomes being clear in any contract with a new organisation.

Patrick Foley commented that primary schools had different needs. He was concerned that that a future service may have a secondary bias in a Charitable Trust. He suggested a separate trust for Grovelands with Kingswood and Grovelands as separate schools. He also enquired how pre-school outreach might work. He felt that a separate Primary Behaviour Service was needed - perhaps having an umbrella trust between Grovelands and Kingswood - but primary needs were different from secondary needs.

Paul Murphy indicated that secondary schools were not advocating a "revolution" but over time he saw the two services being much more collaborative – it was an "evolution" rather than "revolution".

Denise James-Mason indicated that Graham Ingram, Head Teacher of Burwood School, would be more appropriate than herself on the Working Group.

6. DATE OF NEXT MEETING

For the next meeting a comprehensive report was requested on the challenges for primary and secondary behaviour services and future direction for different parts of the service (**Action: ECS**)

It was proposed that the next meeting be held in early February (Democratic Services Note: it has since been agreed that the next meeting will be held on 13th February 2013 at 5.30 p.m.).

A meeting of primary/secondary headteachers was also suggested before the next meeting.

The meeting ended at 7.07pm

Agenda Item 2

EDUCATION BUDGET SUB-COMMITTEE

Minutes of the meeting held at 7.00 pm on 8 January 2013

Present:

Councillor Neil Reddin FCCA (Chairman)
Councillor Nicky Dykes (Vice-Chairman)
Councillors Nicholas Bennett J.P., Lydia Buttinger and
David McBride

Councillor Pauline Tunnicliffe, Executive Support Assistant to
Portfolio Holder for Education

Also Present:

Dr Tessa Moore, Assistant Director: Education
David Bradshaw, Head of Education and Care Services Finance

1 APOLOGIES FOR ABSENCE

There were no apologies.

2 DECLARATIONS OF INTEREST

The Chairman noted that Declarations of Interest made by Members at the meeting of Education PDS Committee on 12th June 2012 were taken as read.

3 QUESTIONS FROM MEMBERS OF THE PUBLIC ATTENDING THE MEETING

No questions had been received from members of the public.

4 MINUTES OF THE MEETING HELD ON 25TH SEPTEMBER 2012 AND MATTERS ARISING

The Chairman noted that a number of the issues arising from the minutes would be considered during the meeting.

RESOLVED that the minutes of the meeting held on 25th September 2012 be agreed.

5 CAPITAL PROGRAMME - 2ND QUARTER MONITORING 2012/13

Report RES12206

On 24th October 2012, the Executive received the 2nd quarterly capital monitoring report for 2012/13 and agreed a revised Capital Programme for the four year

period 2012/13 to 2015/16. The Sub-Committee considered a report highlighting the changes agreed by the Executive in respect of the Capital Programme for the Education Portfolio.

In considering the capital monitoring report, Councillor Nicholas Bennett JP noted that spend of £407k was attributed to a range of Primary Capital Programme schemes and asked for further information on these schemes to be provided to the Sub-Committee. Councillor Nicholas Bennett JP also requested that an additional column providing the original estimate for cost of schemes be included in the Capital Programme in future.

Another Member queried the virement of £600k from the budget for Capital Maintenance in schools to the budgets for Seed Challenge Fund, Security Works in Schools and Suitability/Modernisation Issues. The Head of Education and Care Services Finance confirmed that this virement had been used for several years to fund a Seed Challenge and Security Works grant scheme that maintained schools could apply to for match funding of capital schemes.

RESOLVED that the revised capital programme agreed by the Executive on 24th October 2012 be recommended to the Education Portfolio Holder for approval.

6 EDUCATION PORTFOLIO BUDGET MONITORING REPORT 2012/13

Report ED13002

The Sub-Committee considered a report setting out the budget monitoring position for the Education Portfolio based on expenditure to the end of November 2012. The Schools' Budget, funded from the Dedicated Schools' Grant and specific grants, was forecast to spend in line with budget. The controllable part of the Non-Schools' Budget, funded from Council Tax, Revenue Support and specific grants, was forecast to be in an underspend position of £1,817,000.

The Chairman noted that Education Commissioning and Business Services had an underspend of £343k, primarily due to 8 vacant posts not being filled. The Assistant Director: Education confirmed that following a restructure, the work undertaken by this team would now be delivered by the Central Commissioning Team and Bromley Adult Education College. Councillor Nicholas Bennett JP requested that a breakdown of income for Education Commissioning and Business Services for 2012/13 be provided to the next meeting of Education Budget Sub-Committee.

In considering an overspend of £51k in the Access and Admissions Service attributed to lower levels of staff turnover than budgeted for and printing of brochures, posters and application forms, the Assistant Director: Education confirmed that the overspend was partially due to the purchasing of licenses to support online schools admissions which would be an ongoing cost. Councillor Nicholas Bennett JP highlighted the need to move to print-on-demand for printed

materials where appropriate and requested that a breakdown of current spend on brochures, posters and application forms be provided to a future meeting of the Education PDS Committee.

RESOLVED that:

- 1) The latest 2012/13 budget projection for the Education Portfolio be noted; and,**
- 2) The Education Portfolio Budget Monitoring Report 2012/13 be recommended to the Education Portfolio Holder for approval.**

7 EDUCATION PORTFOLIO BUDGET 2013/14

Report ED13005

The Sub-Committee considered a report setting out the draft Education Portfolio Budget 2013/14, which incorporated future cost pressures and initial draft saving options reported to Executive on 9th January 2013. Members were requested to consider the proposed savings and identify any further action to be taken to reduce the cost pressures facing the Council over the next four years.

Members of the Sub-Committee considered the draft 2013/14 budget. In considering the statutory Children's Information Service, which would be subsumed into a wider advice service targeted to parents in areas of deprivation, the Chairman noted that a wide range of information was available to parents via the internet and other sources.

A Member highlighted the proposed deletion of one post in the Education Psychology Service. The Assistant Director: Education confirmed that this service would continue to provide a statutory service to maintained schools through the remaining post as well as offer a limited amount of additional support to schools as part of a sold service. A Member was concerned that any reduction in service might impact other areas of Special Educational Needs funding. Another Member noted that there might be an increase in privately funded assessments by independent Education Psychologists. The Assistant Director: Education confirmed that independent assessments were challenged if the Local Authority did not agree, and that robust scrutiny of statementing by the Local Authority had slowed the increase in statements issued. Increases were in proportion with the number of pupils with complex needs.

Members were generally concerned at changes to the Local Authority Central Spend Equivalent Grant (LACSEG) in respect of funding academies and Local Authorities. The change in funding aimed to use a national average rate of £132 per pupil which would be removed from the Local Authority in respect of every pupil. This amounted to a top slice from funding of £6.581m. The Local Authority, through the Education Support Grant (ESG), would be provided with £15 per pupil for all pupils regardless of where they attended school to fund statutory duties. In addition the Local Authority would receive £116 per pupil for each pupil attending a

maintained school. As the Council was a low cost Local Authority with a high academy conversion rate, it would be detrimentally affected. Currently a top slice of Revenue Support Grant of £1.46m was taken from Bromley annually and early indications were that Bromley was likely to lose a further £3.3m in addition to the current top slice for 2013/14. It was noted that Members and Officers had been in discussion with Ministers and Officers at the Department for Education to mitigate the impact of this loss and to look at alternate ways to manage funding. A briefing note on changes to the Local Authority Central Spend Equivalent Grant would be provided to the next meeting of the Sub-Committee.

It was noted that changes had been made to the Dedicated Schools Grant with a new national funding formula to be introduced from 2015/16 which would ensure that similar pupils attracted similar levels of funding across the country. To prepare for this change, the Department for Education had been working to simplify the local funding arrangements for 2013/14 and 2014/15, and to introduce a new approach to high needs funding that would help to improve transparency, quality and choice for young people and their families. Bromley currently attracted around £220m in Dedicated Schools Grant.

RESOLVED that:

- 1) The financial forecast for 2013/14 to 2015/16 be noted;**
- 2) Members' comments on the initial draft saving options proposed by the Executive for 2013/14 be noted; and,**
- 3) Members' comments on the initial draft 2013/14 Education Portfolio Budget be provided to the meeting of the Executive on 6th February 2013.**

8 EDUCATION PORTFOLIO HOLDER INFORMATION ITEMS

Report ED13003

The Committee considered an information briefing outlining Section 106 agreements that had been made with developers for the benefit of future occupants of new developments and existing residents in surrounding areas. The total amount of Section 106 agreement funds allocated to the Education Portfolio for capital schemes was £1,689k, of which £566k was currently available to be invested. The remaining funds had yet to be released to the Local Authority.

In considering the current Education Portfolio S106 agreements, Members were advised that conditions could apply to some S106 agreements, such as the proximity of the proposed investment to the development. It was also noted that there had been disputes with some developers around the amount of S106 agreement funds to be paid.

The Head of Education and Care Services Finance advised the members of the Sub-Committee that Section 106 agreement funds would be replaced by the

Community Infrastructure Levy, which would be used to support development through funding infrastructure to benefit the local community.

Further information regarding how S106 agreement funds were divided between Education and other areas of spend such as Environment, and how the Community Infrastructure Levy would operate would be provided to the next meeting of the Sub-Committee.

RESOLVED that the information briefing be noted.

9 ANY OTHER BUSINESS

The Head of Education and Care Services Finance outlined planned expenditure at Manor Oak Primary School. This expenditure sought to upgrade and remodel the Children's Centre to accommodate the current nursery, introduce new places for two year olds from September 2013 and provide an increased outdoor offer for the nursery provision. The Assistant Director: Education noted that the Local Authority had a statutory obligation to provide nursery places for 20% of two year olds from September 2013, but that this requirement would also be met through an increased offer by private providers across the Borough.

RESOLVED that the issues raised be noted.

10 DATE OF NEXT MEETING

The next meeting of Education Budget Sub-Committee would be held at 7.00pm on Wednesday 13th February 2013.

The Meeting ended at 8.07 pm

Chairman

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London Borough of Bromley

PART 1 - PUBLIC

Briefing for Education Policy Development and Scrutiny Committee Wednesday 23 January 2013

UPDATE FROM THE SEN EXECUTIVE WORKING PARTY

Contact Officer: Kerry Nicholls, Democratic Services Officer
Tel: 020 8313 4602 E-mail: Tel: 020 8313 4602

Chief Officer: Terry Parkin, Director, Education and Care Services
Tel: 020 8313 4060 E-mail: terry.parkin@bromley.gov.uk

1. Summary

- 1.1 This report provides Members with an update following the meeting of the Executive Member Officer Working Party for Special Educational Needs held on 27th November 2012.
- 1.2 Following the resignation of the Chairman, Councillor Stephen Wells who remained as a member of the Working Party, Councillor Pauline Tunnicliffe was elected Chairman and Councillor Judi Ellis was elected Vice-Chairman for the remainder of the municipal year until May 2013.

2. THE BRIEFING

- 2.1 A number of areas were considered as part of the meeting:

SEN and Disability Strategy

- 2.2 Members considered a report which provided an update on Phase V of the SEN Strategy, which had been agreed on 21st May 2009 and aimed to reduce reliance on out-of-Borough placements, increase parental confidence and reduce tribunals, and improve SEN funding methodologies.
- 2.3 It was noted that further objectives would need to be considered in line with new legislation expected to be introduced following the publication of the Green Paper – ‘Support and Aspiration: A new approach to Special Educational Needs and Disability’ (March 2011) for which Bromley had been a Pathfinder Local Authority. It was anticipated that statutory regulation would become law with Royal Assent (subject to Parliament) in Spring 2012 to be implemented from September 2014.

Pupils with Nurture Needs and Social, Emotional and Behavioural Difficulties

- 2.4 Members considered a report outlining the proposal to transfer the Key Stage 1 Nurture Group from Manor Oak Primary School to the specialist provision at Groveland’s Pupil Referral Unit.
- 2.5 The proposed unit would provide for 8 pupils with complex behavioural needs, and would largely be funded by the transfer of monies currently allocated to Manor Oak Primary School

for this provision. Additional funding would be required from the SEN budget to fund the transfer, including £20k to provide a higher level of support staff for children with more complex needs and a one off start up fund of £10k for resourcing the Key Stage 1 curriculum. This would prevent the need to access costly out of borough provision for children with these complex needs.

Bromley and Bexley SEN & Disability Green Paper

- 2.6 Members considered a report providing an update on the progress of Bromley and Bexley SEN and Disability Green Paper Pathfinder and implications and opportunities of Pathfinder work in Bromley. It also outlined special educational needs and disability issues raised through the draft statutory clauses for pre-legislative scrutiny of the new proposed Children and Families Bill (September 2012).
- 2.7 The new Bill would incorporate SEN and Disability issues informed by Pathfinder work and it was noted that Pathfinder funding had recently been extended until September 2014.

Education Funding Reform

- 2.8 Members considered a report which provided details of the Government's proposals for School Funding Reform arrangements for 2013/14.
- 2.9 The Dedicated Schools' Grant would be divided into three separate blocks; Early Years, Schools and High Needs, and the amount of funding allocated to each block would be based on the Local Authorities Section 251 Budget statement for 2012/13.

Implications for Schools

- 2.10 Members considered a report which detailed the Government's proposals for School Funding Reform, which was the first step towards the introduction of a new national funding formula during the next spending review period and would ensure that similar pupils would attract similar levels of funding across the country.
- 2.11 The Department for Education aimed to simplify the local funding arrangements for 2013/14 and 2014/15 and to introduce a new approach to high needs funding that would help to improve transparency, quality and choice for young people and their families.

Managing the Changes

- 2.12 Members considered a report which outlined risks to the Local Authority from changes to the way funding for Special Educational Needs was delegated to schools from 1st April 2012. The new funding formula would be in place for 2 years prior to the introduction of a National Funding Strategy and would provide a minimum funding guarantee of minus 1.5% to ensure schools had a guarantee of funding levels.

London Borough of Bromley

PART 1 - PUBLIC

Briefing for Education Policy Development and Scrutiny Committee 23 January 2013

YOUTH SERVICES UPDATE

Contact Officer: Paul King, Head of the Bromley Youth Support Programme
Tel: 020 8461 7572 E-mail: paul.king@bromley.gov.uk

Chief Officer: Terry Parkin, Executive Director, Education and Care Services

1. Summary

1.1 The purpose of this report is to provide an update to the Education Portfolio Holder on the work of the Borough's Youth Services.

2. THE BRIEFING

2.1 Introduction of the Bromley Youth Support Programme

Between November 2010 and March 2011, as part of the restructure of the Learning and Achievement Service, the Integrated Youth Support Service was subject to a reorganisation which, in April 2011, led to the introduction of the Bromley Youth Support Programme (BYSP). The BYSP is situated in the Education and Care Services Department where it is closely aligned with the Youth Offending Team (YOT).

The BYSP consists of:

- (a) two distinct but closely related directly delivered service teams known as the Targeted and the Universal Youth Support Programmes and
- (b) a range of collaboratively delivered initiatives intended to provide a range of activities.

which together with the YOT help to meet the Local Authority's statutory duties in respect to the provision of services specifically intended for young people (**Appendix 1** summarises the statutory scope and the service content of the BYSP).

This report updates Members on the work of the two directly delivered programme teams.

2.2 **Headline Attendance and Participation Numbers**

Across the Targeted and Universal programmes, for the period April 2012 to November 2012, we have made contact with 3,541 individual young people and have seen these young people participating in our activities 17,470 times. This is an increase from 3,366 young people participating 12,024 times for the same period in 2011. Since reorganisation of the service we have seen an increased number of young people attending sessions with attendances at some of our sessions across the borough now nearing 100 indicating a high level of demand for our services. Copies of a bulletin of service highlights are available in the Members' Room.

2.3 **Targeted Youth Support Programme**

Bromley's targeted service works through Hubs in the North, South, East and West of the borough. The targeted support service that we offer covers a range of opportunities for individual young people to enable them to participate in education, employment and training and to divert them from offending behaviour. We provide a drop in service for all young people at different locations across the borough and then provide targeted one to one support to help them back into school or find a job. In 2012, the service has supported 872 individual young people through one to one sessions. These interventions range from one off sessions to longer term, in-depth work to tackle more entrenched issues. Overall, this year, the service has made contact with 4,662 to ascertain if they are currently in employment or training and to provide support as appropriate to individual need. This has increased from 585 young people supported and 2,738 contacts made in 2011. We also provide targeted activities for groups of young people in the same localities that provide a range of opportunities for personal and community development.

Work with schools is a key growth area for the Targeted Youth Support Programme especially in the area of raising participation in education, employment or training (EET).

Power to Progress is a project that targets key secondary schools to identify year 11 young people who are at risk of dropping out of EET. We have supported groups of young people on an 8 week programme to support them in accessing college and training courses and helping them to develop their self esteem. These courses include Carpentry, Electrical Installation, Performing Arts and also Sports Science.

Punchez is a 16 week boxing for fitness programme that incorporates life skills, CV preparation, job search etc. This programme identifies Year 10 and Year 11 young people who are at risk of dropping out of school and becoming NEET. The programme is run in partnership with the Frank Bruno Boxing Academy and Priory and Charles Darwin Schools and takes referrals from across the borough. The previous years programme saw 100% of the young people who attended the programme continue on in education or training.

Primary Transition is a pilot project at Castlecombe Primary School where we have supported 12 young people who were identified as potentially have difficulty in making the transition to secondary school. In evaluating the programme, parents reported that the support that their children have been given has made a real impact in supporting their children in making a successful transition to secondary school. Research into why some year 11 leavers fail to participate in Year 12 cite problematic transition to secondary school as a key factor, so this project has a long term strategic purpose and potential outcome for the Year 6-7s who participate.

2.4 Universal Youth Support Programme

Duke of Edinburgh Award: This year has proved another successful one for Bromley D of E Award. We have achieved our highest ever enrolment figures, and are pleased to report the continued strong and sustainable growth and upward trend over the last 10 year period. Delivery of the DoE Award in 2013 will link directly with hub areas to target the offer to young people from potentially disadvantaged backgrounds (see also Briefing 010/12 presented to Members earlier in the year).

Mobile and Detached Team: This year has seen the development of the mobile and detached project into a combined targeted and universal service. This has involved providing a direct targeted opportunity for young people at risk who are not engaged in our hub services and young people who are reluctant to engage with formal services. During 2012, the mobile team were the backbone of our successful Community Funded summer parks programme; have delivered a 3 month ASB project targeting particular areas and attempting to work with young people causing low level local disruption in communities with a view to engaging them in positive activities. We have entered into a sold service partnership arrangement with Affinity Sutton Housing Association that will increase the level of service in those areas of the Borough where the Association has housing stock.

Youth Involvement (including Youth Council)

A briefing on the Youth Council Manifesto Campaign Programme is the subject of a separate information item.

Phoenix Youth Group for young people with disabilities: Numbers of young people accessing the disability project at Hawes Down Children Centre continue to increase, with 50 different young people having accessed during the last 9 months. Young people are more involved in the planning of opportunity for the group, with a range of positive opportunities on offer, and quite focused attempts to develop individual programmes to ensure new experiences are on offer and being undertaken.

2.5 Marketing of the Bromley Youth Support Programme

Over the year we have undertaken a number of events and promotions to raise the profile of BYSP. We have updated our publicity to ensure that it contributes to an overall awareness and profile of our service. This means that young people across Bromley are now recognising our 'brand' and associating this with the quality services for young people. One particular development was the opportunity to trial the use of Facebook over the summer period to support the publicity and awareness of our summer programme. A Facebook pilot over the summer demonstrated effectively how Facebook can be used to market what BYSP has on offer and also provides a good way of recording feedback and we are now looking at how we can develop the use of Facebook to market the activities of our centres.

SUMMARY OF STATUTORY DUTIES MET THROUGH BROMLEY YOUTH SUPPORT PROGRAMME		
INFORMATION ADVICE AND GUIDANCE (IAG)	PROMOTING POSITIVE ACTIVITIES	YOUTH OFFENDING TEAM/SERVICE
<p>Under Section 68 of the Education and Skills Act of 2008, Local Authorities have a duty to ‘assist, encourage and enable’ young people aged 13-19 (and young adults with a learning difficulty and/or disability up to the age of 25) to participate in education or training. Services provided under this duty were previously delivered under the ‘Connexions’ brand which was replaced by an all-age careers service by April 2012. Local authorities are no longer required to provide a universal careers guidance offer, but do retain a responsibility for providing targeted support for vulnerable young people. There are no stipulated requirements and the method by which they meet this duty is at the discretion of individual Local Authorities.</p> <p>Section 72 places a duty on Local Authorities to secure and provide information about learner and participation in education and training. The content of the information required is defined by a Department for Education specification to which an individual Local Authority is required to adhere. Local Authorities are permitted to discharge this duty via a third party.</p> <p>Both Section 68 and 72 are integral to Local Authorities duties in respect to the Raised Participation Age which will be effective from September 2013.</p> <p>Section 139A of the Learning and Skills Act 2000 places a duty on Local Authorities to arrange for an assessment of needs of young people with Learning Difficulties and Disabilities who are making a transition between places of learning after Year 11 of their compulsory education. The Act stipulates the required competence of staff undertaking the assessment and the points at which assessment must be made.</p>	<p>Under Section 507B of the Education Act 1996, Local Authorities have a duty to ensure that young people have access to sufficient educational leisure-time (Positive) activities which are for the improvement of their well-being and personal and social development, and sufficient facilities for such activities; that activities are publicised; and that young people are placed at the heart of decision making regarding the positive activity provision. There are no stipulated requirements and the content and mode of delivery of a local “youth offer” is largely at the discretion of the Local Authority.</p>	<p>Under Section 39 (1) of the 1998 Crime and Disorder Act Local Authorities, acting in co-operation with partners (who are also under a duty to co-operate with the Local Authority) have a duty to establish in their area one or more Youth Offending Teams.</p> <p>The introduction of the Legal Aid Sentencing and Punishment of Offenders Act 2012 from December 2012, places an increased duty on the Local Authority with respect to the safeguarding and care of all young people held on remand.</p>

SUMMARY OF SERVICES PROVIDED BY OR THROUGH THE BROMLEY YOUTH SUPPORT PROGRAMME IN MEETING STATUTORY DUTIES

CAREERS IAG FOR ALL	ACTIVITY DELIVERED DIRECTLY BY THE TARGETED YOUTH SUPPORT PROGRAMME (TYSP)	ACTIVITY DELIVERED DIRECTLY BY THE UNIVERSAL YOUTH SUPPORT PROGRAMME (UYSP)	ACTIVITY DELIVERED DIRECTLY BY THE UNIVERSAL YOUTH SUPPORT PROGRAMME (UYSP)
<p>The programme signposts young people to Impartial Careers Information, Advice and Guidance via websites/helpine:</p> <p>National Careers Service website/ helplines (and other as appropriate)</p> <p>School/College Careers Education and Work Related Learning programmes and sources of Careers IAG</p> <p>Bromley Education Business Partnership activities purchased by schools/colleges</p> <p>Library (self service IAG access points)</p>	<p>1-1 and groupwork Support from BROMLEY TARGETED YOUTH SUPPORT PROGRAMME (BYSP)</p> <p>Specialist support to young people with LDD to meet statutory duties re. Section 139A Assessments.</p> <p>TYSP also provides source of referrals for:</p> <ul style="list-style-type: none"> • ESF employability support projects • Princes Trust • Bromley Employment Project • Bromley Mentoring Programme 	<p>Youth centre based activity programme operated at 4 Youth Support Hubs</p> <p>Duke of Edinburgh Award Scheme</p> <p>Mobile Youth Support Team</p> <p>Youth Involvement (including Youth Council)</p> <p>Youth Offer for young people with disability</p> <p>ACTIVITY DELIVERED BY THE UYSP THROUGH COMMISSIONS AND COLLABORATION</p> <p>Bromley Music Education Service (Bromley Youth Music Trust)</p> <p>Bromley and Downham Youth Club</p> <p>Darrick Wood Youth and Community Youth Centre</p> <p>Bromley Council for Voluntary Youth Services Grant funded activity</p> <p>Bromley Mytime Arts Train and Myfutures</p> <p>Pro-Active Bromley Sports Partnership Programme</p> <p>Promotion of total Bromley Youth Offer via Borough's marketing channels</p>	<p>The YOT team delivers a remit of court and community and prevention and intervention work that is statutorily required to include the following activities:</p> <ul style="list-style-type: none"> • the provision of assistance to young people to determine whether reprimands or warnings should be given • the provision of support for children and young people remanded or committed on bail while awaiting trial or sentence • co-ordination with Children Social Care to facilitate the placement in local authority accommodation of children and young people remanded or committed to such accommodation under section 23 of the Children and Young Persons Act 1969 • the provision of reports or other information required by courts in criminal proceedings against children and young people • provision of activity appropriate to the prevention of first time entry to the youth justice system and to the support and supervision of young people on return from custody
<p>Collection and management of information to assist with targeting of support and learner provision and to demonstrate levels of post-16 learner participation in education and training (Year 11-14).</p>		<p>Lead delivery partner for the Community Safety parks based summer and Easter diversionary programme</p>	

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London Borough of Bromley

PART 1 - PUBLIC

Briefing for Education Policy Development and Scrutiny Committee
23 January 2013

**UPDATE ON BROMLEY YOUTH COUNCIL MANIFESTO
CAMPAIGN PROGRAMME**

Contact Officer: Linda King, Universal Youth Support Programme Manager
Tel No: 020 8466 3098 E-mail: linda.king@bromley.gov.uk

Chief Officer: Terry Parkin, Executive Director, Education and Care Services

1. Summary

- 1.1 To update Committee Members on the current performance and recent achievements of the Bromley Youth Council Manifesto Campaign Programme.

2. **THE BRIEFING**

- 2.1 Bromley Youth Council is the elected youth forum of the London Borough of Bromley, which enables young residents of the Borough to have a voice in local decision making and encourages young people to take part in campaigns and projects to address the issues that affect them. The work of the Bromley Youth Council is managed and supported by the Bromley Youth Support Programme's Youth Involvement staff team. Bromley Youth Council celebrated its 10th anniversary in November 2012.
- 2.2 Bromley Youth Council (BYC) has an elected and co opted membership of 75 young people aged 11-19 years old (up to 25 with a disability or special education need). Bromley Youth Council promotes key functions including youth leadership, volunteering, youth democracy, listening to young people and putting young people at the heart of decision making.
- 2.3 Each year the Youth Council host a youth manifesto event, to which all borough secondary schools and colleges are invited to send representation. The event is planned, delivered and evaluated by youth councillors and supported by youth support work programme staff. Key decision makers in the borough, including elected members, officers and service managers are invited as guests, to listen to the views and concerns and answer questions from young people either living, being educated or growing up in Bromley. The outcomes from this event contribute to and complete the BYC Manifesto for the forthcoming year.
- 2.4 At the manifesto event in March 2012, 75 young people from 15 schools and colleges identified their priority issues as a mandate for the Youth Council. Bullying was identified as the key issue, with gangs, sex and relationship education, and employment as the next most prioritised concerns. The initial identification of issues at the manifesto event formed the basis from which campaign plans for these concerns were drawn up by youth council members.

Bullying was identified to be the Youth Council's primary campaign for 2012 with the others as secondary campaigns.

2.5 Progress on this primary campaign is the subject of the remainder of this report. Information on the Youth Council's secondary campaigns is available from the contact officer for this report.

3. BULLYING CAMPAIGN PRIORITIES

3.1 The campaign is addressing the following:

- Bullying policies in schools: Young people feel awareness should be raised of school's bullying policies and they would like the opportunity to work with their schools to develop these and review those already in place.
- Raising awareness of all forms of bullying: Young people felt that there were a number of different forms of bullying that were not known about, including the variety of social media networks being used for bullying as well as covert emotional and psychological bullying.
- Raising awareness with Police Safer Neighbourhood Teams: Young people were keen for a more integrated approach between schools and communities to ensure young people are aware of the support mechanisms available to them.
- Peer pressure/peer support programmes: Young people were keen to look at ways in which previous victims and perpetrators of bullying could be supported to undertake peer support programmes or 'buddying' type programmes in schools.
- Raise awareness of national Campaigns and initiatives: Allow BYC to act as a conduit to school councils of events led by British Youth Council and UK Youth Parliament.

4. BULLYING CAMPAIGN ACHIEVEMENTS

4.1 The Youth Council canvassed the views of young people through the manifesto event and chose to raise awareness of the steps individuals can take to minimise risk from cyber bullying; supporting young people to safeguard their information on social networking sites and empowering young people by ensuring they have access to good quality, accurate information. 12 representatives of Bromley Youth Council formed the main bullying campaign working group. They researched facts and figures using the internet and local information to Bromley, gaining new skills and knowledge.

4.2 The Chair of BYC undertook a training course to learn how to support other people who were experiencing bullying. In addition they worked alongside schools, colleges and other youth organisations to agree and sign up to a simple 'Anti Bullying Pledge'; to tackle and support both victims and perpetrators of bullying.

4.3 Young people took responsibility for identifying the policies available within their own schools and groups to inform the BYC campaign and raise awareness of the pledge and the poster campaign. The campaign group produced an anti-bullying campaign pledge and a poster to advertise the campaign. (Copies of the poster and the pledge are available in the Members' Room.)

- 4.4 All Bromley secondary schools including special schools and the Pupil Referral Unit signed up to the pledge. Bromley College signed up to the pledge alongside all Bromley Youth Support Programme projects, Youth Offending Team, Living In Care Council, Bromley Young Advisers and several voluntary sector organisations. In total, 44 pledges were signed by the time of the pledge launch on 22 November, which was chosen to coincide with National Anti-Bullying Week. All signatories to the pledge were given a framed, signed copy for display.
- 4.5 Prior to the pledge launch, Youth Council members undertook 100 pre launch questionnaires with young people to gauge their awareness of cyber bullying and prevention methods. A similar exercise will be undertaken in February 2013 to gauge whether young people have an increased awareness level following the campaign.
- 4.6 During National Anti-Bullying Week and the week of the pledge launch, youth council members and youth support programme staff delivered 13 assemblies or workshops across the borough. The public launch event in the Glades Shopping Centre, was attended by 17 BYC members.
- 500 wrist bands promoting the 'beat bullying' message were disseminated to young people.
 - 500 wallet size copies of the pledge were distributed to young people.
 - 570 people were spoken to during the course of the anti-bullying campaign pledge launch, 448 of these were aged 11-19.
 - 600 copies of the cyber bullying poster have been distributed to youth organisations, schools, colleges, clubs and other public venues.

Publicity for the event was secured via an interview by Bromley Times with the Chair of BYC during September 2012, which was published on 20/9/12, promoting the work and campaign of BYC. This was further enhanced via the partnership between the Portfolio Holder for Education, the Children's Champion and the Portfolio Holder for Public Protection and Community Safety. Both Portfolios funded a piece in the Newshopper, in which the Youth Council, their 'bullying or banter' campaign and the work of several local schools in relation to anti-bullying was highlighted (article published on 21/11/12).

5. FINAL CAMPAIGN REPORT

- 5.1 Bromley Youth Council will produce a final campaign report for the end of their 2012/13 campaigns at the end of February 2013. This report will be presented as an introduction to the 2013 Youth Council manifesto event in March 2013.
- 5.2 An appendix to the final report will identify both individual and group outcomes and achievements.

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London Borough of Bromley

PART 1 - PUBLIC

Briefing for Education Policy Development and Scrutiny Committee 23 January 2013

ANNUAL REPORT – BROMLEY ADULT EDUCATION COLLEGE

Contact Officer: Carol Arnfield, Head of Service
Tel: 020 8460 0020 E-mail: carol.arnfield@bromley.gov.uk

Chief Officer: Dr Tessa Moore, Assistant Director (Education)
Tel: 020 8313 4146 E-mail: tessa.moore@bromley.gov.uk

1. Summary

- 1.1 This report provides members with an overview of work of the College during the 2011/12 academic year whilst it was part of the Renewal & Recreation Directorate

2. THE BRIEFING

2.1 Re Positioning the Service

In March 2011 the Director of R&R commissioned a review to examine the strategic options available to Bromley Adult Education College (BAEC) given the known funding cuts to the national adult education budget.

The review board, chaired by the Assistant Director of Organisational Improvement, considered a total of six options, evaluating the advantages and disadvantages of each. The options were subsequently narrowed down to two models, that of remaining part of Bromley Council directly providing adult education for residents, but rationalising the service to reflect the lower levels of funding, or merge the service with Bromley College of Further and Higher Education (BCFHE).

Both BAEC and BCFHE were asked to provide business cases to demonstrate how their differing proposals would protect and enhance the adult learning offer for Bromley. Following a review of these proposals, the review board concluded that the most appropriate option at the time was for BAEC to implement its proposed internal restructure.

Consultation for this restructure commenced on 8 March 2012, closed on 18th April and the new structure was in place for the start of the new academic year in September 2012.

2.2 Profile of Provision at BAEC

The provision is divided into three main areas, which are reflected in the current business structure.

Adult Skills: This area of provision consists of courses that lead to qualifications that are supported by public funding. In the previous academic year this area accounted for 15% of the total enrolments at the College. The subject areas in this provision currently include adult basic skills (literacy, numeracy and English language), modern foreign languages, complementary therapies, counselling, ICT, business and administration, photography, interior design and independent living courses for adults with learning difficulties. The College also provides a growing number of level 1 courses for adults referred by Job Centre Plus (JCP) to help support them into employment. Whilst many learners on these courses pay fees, their courses are subsidised by the Skills Funding Agency (SFA) through the Adult Skills Budget. Adults in receipt of specified state benefits do not have to pay tuition fees for these courses.

Community Learning: This is the largest area of provision for BAEC and covers most of the non-accredited courses. These courses are in part supported by the Community Learning Fund provided by the SFA, however there is an expectation that learners who can afford to do so will increasingly pay for their learning. This area of provision accounted for 68% of the total enrolments in 2011/12. The range of subjects on offer is extensive and includes a wide range of arts and crafts, IT, modern foreign languages, cookery, history and fitness. However, some more unusual subjects are also available, such as clock repairs, archery and astronomy. The college also uses this funding stream to work with an established network of community partners to deliver learning across a range of community venues to help widen participation amongst isolated or disadvantaged groups within the borough. This includes delivering family learning in schools and Children and Family centres. Much of the provision in the community settings is delivered free or at minimal cost to learners.

Non-Funded: Some of the courses the College offers receive no public subsidy from the Skills Funding Agency. These include the high level ICT courses, one-day leisure courses (Saturday provision) some non-approved qualification courses and workforce development/employer training. The training the College manages for the London Borough of Bromley, e.g. the corporate ICT training, also comes under this category. In the 2011/12 academic year, this provision accounted for approximately 17% of the total enrolments.

2.3 Key Performance Indicators

The performance of the College is measured using a range of standard post-16 educational benchmarks for the provision that is funded by the SFA. These include retention, attendance and achievement. The College also monitors the quality of the teaching and learning through a lesson observation scheme where teaching sessions are graded using the same 4-point scale applied by Ofsted for educational inspections.

Table 1 sets out the College's overall performance against these key indicators for the 2011/2012 academic year.

Table 1

Indicator	Whole College	Adult Skills	Community Learning
Retention	88.9%	90.3%	92.7%
Attendance	87.4%	84.1%	90.0%
Achievement	88.6%	83.3%	90.1%

Table 2 shows the lesson observation grade profile for the 2011/12 academic year.

Table 2

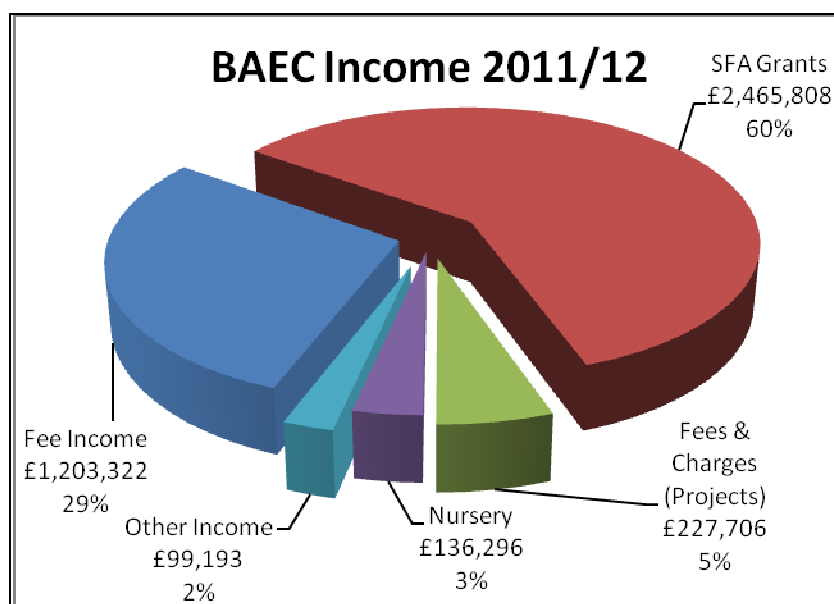
Grade	%
1. Outstanding	29.8%
2. Good	60.1%
3. Satisfactory *	8.9%
4. Unsatisfactory	0.6%

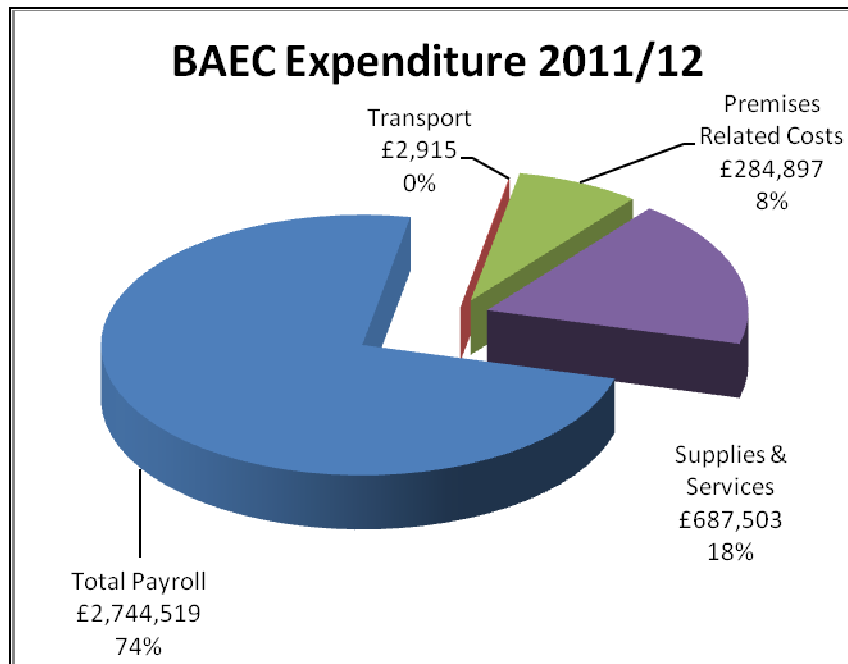
*With effect from September 2012, the descriptor for grade 3 has been amended to that of "Requires Improvement".

As it is in receipt of public funding, BAEC is also subject to Ofsted inspections. The College was last inspected in February 2010, when it received an overall effectiveness grade of 2 (Good).

2.4 Financial Overview

The charts below show the overall income and expenditure for BAEC during the 2011/12 financial year.





2.5 Priorities for 2012/13

- Developing the workforce development strand to incorporate the training elements that will move over from the EDC into Adult Education with effect from 1 April 2013. This will include the NQT programme and the Governor Training Programme
- Ensuring that BAEC meets the targets set by the SFA to deliver approved qualifications to the value of £1,184,226.00.
- Consolidating the new structure and ensuring the service is in a position to deliver a zero budget for the current financial year and going forward.

3. SUPPORTING DOCUMENTS

- Bromley Adult Education Review - Report to Renewal and Recreation Portfolio PDS/Holder (13.12.12) (Report No: DRR11/146).

Decision Maker: Renewal and Recreation Portfolio Holder for pre-decision Scrutiny by the Renewal and Recreation PDS Committee on:

Date: 13 December 2011

Decision Type: Non-Urgent Non-Executive Non-Key

Title: BROMLEY ADULT EDUCATION COLLEGE REVIEW

Contact Officer: Carol Arnfield , Acting Principal, Bromley Adult Education College
Tel: 020 8460 0020 E-mail: carol.arnfield@bromley.gov.uk

Chief Officer: Marc Hume

Ward: All wards

1. Reason for report

To update members on the outcomes arising from the review of Bromley Adult Education College (BAEC).

2. **RECOMMENDATION(S)**

- 2.1 That the Portfolio Holder notes the final report of the Adult Education Review Board and in particular the benefits including the levels of potential savings that have been identified.
- 2.2 Agree that the Director of Renewal and Recreation commences consultation with staff at Bromley Adult Education College and their representatives on the review, both in the short and medium term and its potential implications for staff and to continue with detailed discussions with the Bromley College of Further and Higher Education on the potential opportunities for adult learning in the longer term.
- 2.3 Agree that the Director of Renewal and Recreation bring a further report to a future meeting on the outcome of these negotiations and consultation.

Corporate Policy

1. Policy Status: Existing policy.
 2. BBB Priority: Excellent Council. Supporting Independence
-

Financial

1. Cost of proposal: N/A
 2. Ongoing costs: N/A.
 3. Budget head/performance centre: Adult Education College
 4. Total current budget for this head: £139k net budget (£401k Cr Net Controllable budget)
 5. Source of funding: External/Revenue Budget 2011/12
-

Staff

1. Number of staff (current and additional): 60 FTE's and 325 sessionally employed
 2. If from existing staff resources, number of staff hours: N/A
-

Legal

1. Legal Requirement: Non-statutory - Government guidance.
 2. Call-in: Call-in is not applicable.
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): 10,000
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? No.
2. Summary of Ward Councillors comments:

3. COMMENTARY

Background

- 3.1 At the Renewal and Recreation Portfolio Holder meeting of 7th December 2010 a request was made for independent support in undertaking a review of the strategic options available to the Adult Education College in order to safeguard its future given the known cuts to the Skills Funding Agency grants and future funding pressures.
- 3.2 This support was provided by constituting an internal review board chaired by the Assistant Director, Organisational Improvement.
- 3.3 The Director of Renewal and Recreation requested that the board examine at high level the various options available for future provision of this service and respective opportunities and challenges that each of these options represents. Terms of reference are included as part of Appendix 1
- 3.4 Based on this analysis, the review board were tasked with recommending a preferred option for future service delivery which takes account of Building a Better Bromley priorities, the Corporate Operating Principles alongside the current and future economic situation.
- 3.5 The review board considered a total of six options, evaluating the advantages and disadvantages of each. Four options were subsequently judged to be inappropriate and the remaining two models, that of a) remain as a core, scaled down directly provided adult education service and b) merge with Bromley College of Further and Higher Education were escalated for a further more detailed analysis.
- 3.6 Both the providers were tasked with producing high level business cases to demonstrate how their proposal would protect and enhance the adult learning offer for Bromley. Submissions were received from both the management team at BAEC and the Further Education College in accordance with the timescales indicated by the review board. The two submissions are available to members as Appendix 2 under Part 2 of the meeting Agenda.
- 3.7 Progress to this stage was reported to and discussed at the Renewal and Recreation PDS on 11 October 2011.

Progress

- 3.8 The review board met on the 15th November 2011 to consider the two shortlisted options. The board evaluated the information available including the relative advantages, disadvantages and scale of opportunity of both of the options. A summary of the key points arising from the board's analysis of the two reports is provided under section 5 of the report Appendix 1
- 3.9 The board concluded that the Bromley Adult Education College option is based on prudent assumptions regarding funding, protects to a large degree the quality and scope of adult learning in the borough and is comparatively simple and fast in its implementation. The board therefore endorsed this option.
- 3.10 However, in the longer term, the board recognised the strategic importance to the borough of a strong and sustainable lifelong learning offer. One that supports and facilitates progression through to higher education and other adult learning opportunities, promotes economic growth and strengthens routes into employment whilst continuing to maintain a rich range of learning activities for personal reasons to enhance life for Bromley residents.
- 3.11 From this perspective, the opportunity to merge with Bromley College of Further and Higher Education College may represent a more financially sustainable option in the long term.

However, at this stage, the additional benefits of bringing this package of services together has not been sufficiently articulated, the financial drivers are not clearly set out and the risks to service quality during implementation based on the proposals current stage of maturity are high. The principle of a merger is sound, but the review board considered the business case to be under developed. The board therefore concluded that it would be premature to recommend a merger at this stage, and certainly not within the timescales set out in the FE proposals.

- 3.12 The board went on to recommend that that in addition to consulting with staff and their representatives about proposals for the implementation of restructuring the existing Adult education service, the BAEC management team work collaboratively with the FE College over the next twelve months to develop the business case for merger, and subject to consultation with staff, their representatives and all other stakeholders to consider a potential implementation date of August 2013. Any joint proposal would need to set out how a merger would enhance, not just consolidate, the lifelong learning offer in Bromley and to set out in detail the full implications for staff.
- 3.13 The review board having now concluded their work has reported their findings to the Director of Renewal and Recreation. The Director has welcomed the report and supports the recommendations, subject to the outcome of consultation.
- 3.14 The BAEC Governing Body received a verbal report at their meeting on 24/11/2011. The Governors welcomed the endorsement of the BAEC proposal and the recommendation that the proposed reorganisation is implemented. Governors remain cautious about any plans for a future merger and would wish to see a strong business case before they could endorse this option.

4. POLICY IMPLICATIONS

- 4.1 The work of the Adult Education College contributes to the Building a Better Bromley vision of remaining a place where people choose to live and do business, maximising the opportunities that all residents have to lead fulfilling and independent lives.
- 4.2 Any future changes to the operating model of the Adult Education College must be set in the context of this vision and the political priority associated with maintaining a high quality, varied and accessible adult education offer.

5. FINANCIAL IMPLICATIONS

- 5.1 The funding reduction from the Skills Funding Agency (SFA) estimated at 25% over four years has prompted the radical review of the Adult Education Service along with the Council's significant financial pressures over the coming years. The net effect of the Adult Education proposal is a saving of £70k in 2012/13 and an estimated further saving of £69k in 2013/14, with the possibility of further savings in 2014/15. The cumulative savings proposed total £139k and could effectively enable the service to be delivered at nil cost to the Council, however, the sustainability of the service in an increasingly aggressive market could be questionable after 2013/14.
- 5.2 The financial implications of future negotiations with the FE College and any potential proposal will be included in a further report to members.

6. LEGAL IMPLICATIONS

- 6.1 The Council has a duty under the Learning and Skills Act (2000) to provide "reasonable facilities" for persons of age 19 and over. In performing this duty of "reasonable facilities" the Council must "take account of facilities whose provision the Council thinks might reasonably be

secured by other persons” and “make the best use of Council’s resources and in particular avoid provision which might give rise to disproportionate expenditure”.

6.2 In addition, under s15ZA Education Act 1996, the Council must ensure there is sufficient suitable education and training for persons aged between 19-25 who are subject to learning disabilities

6.3 The recommendations put forward reflect these duties.

7. PERSONNEL IMPLICATIONS

7.1. Any proposals for the restructuring of the existing Adult education service will give rise to significant HR issues and are likely to include proposals that will place a number of staff at risk of redundancy. These implications will need to be carefully planned for, and managed in accordance with the Council’s policies and procedures and with due regard for the existing framework of employment law.

7.2. To date staff and managers have been involved directly or indirectly with informal consultation. As more detailed proposals are developed these will be the subject of further formal consultation with staff and their representatives.

Non-Applicable Sections:	[List non-applicable sections here]
Background Documents: (Access via Contact Officer)	[Title of document and date]

APPENDIX 1

LONDON BOROUGH OF BROMLEY ORGANISATIONAL IMPROVEMENT

To: Marc Hume, Director of Renewal & Recreation

Date: 22nd November 2011

Subject: *A Sustainable Future for Adult Education in Bromley*

From: **Adult Education Review Board**
Chris Spellman (Chair), Richard Hills, Carol Arnfield, Beverley Johnston,
Martab Munshi, Tammy Eglinton, Marc Hume, Rosamund Skinner, Jenny
Alexander

1. Reason for Report

The Director of Renewal & Recreation commissioned a review in March 2011 to examine the strategic options available to the Adult Education College in order to safeguard its future given the known cuts to Skills Funding Agency Grants and other future funding pressures. See Terms of Reference Appendix A.

The board have examined at a high level a number of alternative potential options for future provision and evaluated the respective opportunities and challenges of each model.

At the meeting of 15th November 2011 the Board reached their final recommendation as to the proposed option for future service delivery in the short and medium term. This report summarises the review process and articulates the Board's recommendation in the immediate and longer term.

2. Background Information

This review has been carried out by working with the service, and other potential providers, to pull together an overview of the activity (current and projected), as well as financial, staffing and other service information in order that a recommendation could be made as to how this service should be delivered in the future in order to protect the service as far as possible, realise efficiencies and make the best use of council assets.

The main driver for the review was the funding reduction from the Skills Funding Agency (SFA) of 25% over four years between 2010/2011 and 2013/14 along with the other significant financial pressures brought about by CSR10.

The SFA have been unable to provide any further projection beyond 2013/14 and the future of the Adult Safeguarded Learning funding stream also remains unclear at this stage, therefore, prudent assumptions about this income and other revenue have been made when performing this evaluation.

3. Options

The Review Board were asked to focus on a number of options; evaluating the advantages and disadvantages for each option and considering what offers the best alternative for existing and future adult learners in Bromley and for the Local Authority over the next five to ten years.

The options under consideration were:

1. Remain as a core, directly provided, local authority service but downscale and review use of existing accommodation
2. Identify opportunities for Adult Education to transfer as part of any alteration to the service delivery model for Bromley libraries

3. Engage in a strategic alliance with other local adult education providers
4. Merge with Bromley & Orpington Further Education Colleges
5. A shared service model with another local adult education provider.
6. Adult Education College to be established as a standalone Social Enterprise/Mutual delivering on behalf of the Local Authority.

The Options relating to Library Transfer, Strategic Alliance, Shared Service and Social Enterprise were excluded from further analysis for a variety of reasons which are set out in brief below:.

Library Transfer

The alterations to the operating model of the library service (shared service with London Borough of Bexley) was already relatively advanced at the time this review was commissioned.

Enquiries were made with colleagues leading on the libraries work and it was felt by all parties that it was not possible to align these pieces of work. The library project was already carrying out mapping of detailed resource information. Adding the adult education function to this project was considered to add unnecessary complexity to this process, cause unacceptable delay and offer no readily identifiable additional benefits.

Strategic Alliance

The option to collaborate with a number of other local authorities to deliver a more efficient and sustainable Adult Education service was eliminated due to no real opportunities existing at the current time.

Shared Service

Although this option was explored quite extensively with one potential partner in particular (London Borough of Croydon) this option was also eliminated for the same reason as entering a strategic alliance; no opportunity was available at this time.

After exchanging financial and service information with the review board The London Borough of Croydon concluded from a similar review process that commissioning from the local Further Education Colleges and other providers represented greater opportunity. Similarly, during the review process the London Borough of Bexley made a public statement on intent to merge with their local Further Education College (although subsequently it has become unclear as to whether this arrangement will now proceed).

Social Enterprise

Based on an evaluation of a similar transfer at another college and on superficial legal and financial analysis this option was considered to be extremely complex in its implementation and likely to involve issues with the transfer or release of assets.

The former Principal, Michael Wheeler, also left the organisation during this process and therefore continuation with this option would have proved very difficult had it been selected.

4. The Brief to Shortlisted Providers

Following the exclusion of the four options referred to above the board escalated the two remaining options (internal reorganisation and merger with the now newly merged Bromley and Orpington FE College) for further, detailed analysis.

Both potential providers were required to develop a high level business case to articulate how their proposal would protect and enhance the adult learning offer in the Borough.

The Key Lines of enquiry that the providers were asked to provide responses to focused on four core questions:

What would be the additional benefits to residents if adult education was to be provided by the proposed model?

What are the savings or value for money drivers for the Local Authority to opt for this model? including any possible positive capital or revenue contribution to the Local Authority?

What would the delivery model look like in practice and in what ways could the Local Authority continue to have influence, oversight and benefit?

How the Local Authority could be assured of the ongoing quality of provision which would continue to meet the needs of the local population.

Specifically the prospective future providers were asked to develop a business case which was cognisant of the following issues:

- The vision for Adult Education in the borough.
- A description of what the additional benefits to residents in the future would be when benchmarked against the existing provision/the alternative model.
- What the breadth, balance and location of the curriculum would look like.
- How the existing brand would be developed and promoted to reassure and retain the existing customer base and break into new markets.
- How the most vulnerable users of the service would continue to remain a priority demographic.
- An explanation of how the provider would work with Local Authority to ensure quality adult education is delivered to residents including governance arrangements.
- What arrangements the provider would make to contribute towards the local authority's own Learning and Development requirements.
- An investment plan that evidences how the Local Authority could achieve greater value for money.
- Where shared use of facilities are planned with younger users (16-19), evidence of how and where adult learning would be delivered and the degree of integration or sharing of facilities, e.g. refreshment facilities, with other service users that is necessary/desirable and the strategies to ensure the needs, wants and sensitivities of all groups are met.
- Details of any measures which the prospective provider envisaged taking concerning the affected employees.
- How delivery of the proposed service model would be programme managed with an indication of their timescales and resources.

5. Evaluation of Responses

In response to the brief, submissions were received from both the management team at the Adult Education College and the Further Education College in accordance with the timescales indicated by the review board.

In the first instance, it was felt that initial information provided by the Further Education College in their submission was insufficient to allow robust evaluation and determination of the preferred strategic option. The FE College were therefore afforded an opportunity to provide some further detail and address specific areas within the brief which the initial proposal appeared not to comprehensively cover.

The FE College submitted a second version of their proposal on 3rd October and this version has been evaluated by the review board for the purposes of making its recommendations.

Merge with Bromley College of Further and Higher Education

The proposals envisaged eventual consolidation of the adult learning offer within the FE college facilities at Bromley and Orpington and, at least in the short term, the retention of the Kentwood site. In addition to the savings generated through co-location, efficiencies would also be made in the back office through reduced management and overhead costs as well as savings from some merging of the curriculum.

The FE College have indicated that regardless of any closer working with BAEC they plan to develop an adult education offer, along with enhancing their Higher Education faculty, so have an obvious interest in securing the transfer of the Adult Education function and significantly their learners.

In their proposal, whilst the FE College identified the high quality facilities available to learners, they recognised the need to alter some of the existing facilities in order to accommodate older learners and some of the associated specialist equipment adult education currently offers. The document proposes that the capital cost of these adaptations (estimated at £500k) be split between LBB and the FE College, with payment contingent on the sale of an LBB property released by the merger.

The college merger suggests a structure of 'four colleges within a college' with separate faculties for Sixth Form, Further Education, Vocational Education and Adult Learning. There is a strong focus on the wider strategic objectives of delivering economic growth and developing employment opportunities for local people of all ages through a learning offer that is responsive to local demand and national skill shortages.

Governance arrangements with the local authority, including developing a Service Level Agreement for the Adult Safeguarded Learning and the Single Adult Skills budgets, were well set out and would give Bromley an appropriate level of input and control over the relevant decision making.

Throughout the document the FE college demonstrated a strong commitment to Adult Learning in the borough and how the merger would better place the FE college at the core of the community as a local institution relevant to people of all ages.

However, this commitment and energy does not appear to be matched by the FE College's level of understanding of the very specific adult learning environment, both in real and financial terms.

Income from the Adult Safeguarded Grant is projected as remaining flat. Whilst there is no intelligence at this stage from the SFA that it will be reduced, given the wider economic climate the review board would have expected to see some prudent assumptions made in relation to this.

No income from fees (currently amounting to around £1m) appears to have been assumed nor reductions in direct teaching costs which the board would anticipate to be a major area of rationalisation in this model. Whilst some of the issues relating to financial projections are likely to be simple oversights rather than fundamental misunderstandings, they are sufficient to give the board cause for concern regarding the FE College's readiness and ability to take on this service in the timescales proposed (August 2012).

The softer issues around the considerable change that would be required and the 'added value' to learners of the new model were also not comprehensively addressed. Whilst retaining provision at 3 sites across the borough is undoubtedly a positive, how the integration between significantly different client groups would be managed was not addressed in any detail.

Whilst it is understood that the FE college do not benefit from a long history of service delivery in adult learning, and due to commercial sensitivity were not privy to a full range of relevant information, the breadth

and depth of the FE proposal raises issues as to the FE college's level of understanding of the particular challenges this merger would represent.

Remain as core, scaled down, directly provided, Local Authority Service.

The Adult Education College Management Team have presented a proposal for a rationalised Bromley Adult Education Service which remains a core component of the Local Authority.

Proposed changes to provision are phased over three years, eventually consolidating the service into a single site, significantly reducing both staff and running costs whilst maintaining, as far as possible, both SFA and student fee income.

The plan is based upon a reduction in funding far greater than the known 25% in SFA grant reductions and should funding reductions fall within the known parameters this may allow the service an element of flexibility with the option of retaining two sites but remain revenue positive.

The plans protect, as far as possible, the core adult learning offer and retain an exclusive facility for adult learners at Widmore whilst eliminating the current budget contribution required by the local authority.

Given the significance of the changes to the service there is an acknowledgement from both the College Management team and the review board that the sustainability of the revised model would need to be examined again after implementation had taken place.

The proposal projects a saving of £70k in 2012/13 and an estimated further saving of £69k in 2013/14, with the possibility of further savings in 2014/15.

6. Recommendation

In accordance with the brief for this work the Board are required to make a recommendation as to the most sustainable model for future delivery of Adult Education in Bromley.

The board has evaluated the information available including the relative advantages, disadvantages and scale of opportunity of each of the various options and have concluded that a reconfiguration of the in house service represents the best alternative in the immediate term.

The in house proposal is based on prudent assumptions regarding funding, protects to a large degree the quality and scope of adult learning in the borough and is comparatively simple and fast in its implementation.

The Board therefore endorses the proposal forward by the Adult Education Management Team (Appendix 2) and recommends that the Director of Renewal & Recreation, as the Chief Officer and commissioner of this work, seek Member approval for its implementation.

In the longer term the board recognise the strategic importance to the borough of a strong and sustainable lifelong learning offer; supporting and facilitating progression through to Higher Education and other adult learning opportunities which promote economic growth and strengthen routes into employment whilst continuing to maintain a rich range of learning activities for personal reasons that enhance life for Bromley residents..

From this perspective the proposed merger with the Further Education College may represent a better and more financially sustainable option in the long term. However, the additional benefits of bringing this package of services together has not been sufficiently articulated, the financial drivers are not clearly set out and the risks to service quality during implementation based on the proposals current stage of maturity is high.

In summary the principle of merger is sound but the business case as put forward by the FE College is under developed. It would be premature to recommend a merger at this stage, and certainly not within the timescales set out in the FE proposal.

The in house proposals are complimentary not prejudicial to a merger in longer term. The board recommends that in addition to the implementation of the in-house proposals the management team work collaboratively with the FE College over the next 12 months to develop the business case for merger, with a potential implementation date of August 2013. The revised joint proposal must set out how merger would enhance, not just consolidate, lifelong learning in Bromley.

Appendix A

Terms of Reference for Review

Review Topic: Strategic Options for Bromley Adult Education College

Review Board

Chris Spellman, Assistant Director Organisational Improvement (chair)
Marc Hume, Director of Renewal & recreation
Michael Wheeler, College Principal
Carol Arnfield, College Deputy Principal
Beverley Johnston, CYP
Mahtab Munshi, LADS
Maria O'Donnell, Head of Finance
Rosamund Skinner, Vice Chair BAEC Governing Body to be invited to attend specific meetings
Tammy Eglinton, HR

Introduction

A number of factors namely the reduction in external grant funding, falling learner numbers, the proposed Further Education College merger and the general economic climate have combined together to encourage both the local authority and Adult Education governors to review realistic strategic options for future adult learning provision.

The current provision is held in high regard by its 10,000 plus users and was the subject of a successful Ofsted inspection in February 2010. It will be important to identify appropriate means of protecting a key service that makes a significant contribution towards making Bromley a desirable place to live and work whilst at the same time ensuring it is being delivered in the most efficient and effective way possible without reducing the quality of the service. There are approximately 29,000 borough residents registered on the College database and current users express high levels of student satisfaction.

The Director of Renewal & Recreation has requested that an appropriate board be convened to examine at a high level the options for future provision of this service and respective opportunities and challenges each of these options represents. The College Senior Management Team has already commenced the process of a detailed review of current operations and viable alternatives for service delivery. These findings will be fed through to the Review Board.

Background

Bromley Adult Education College works from three main centres in Bromley, Penge and Orpington and in a wide range of community settings, taking learning opportunities to adults and families who would otherwise be excluded from learning and the many benefits it brings.

Courses are offered during the day time, evenings and on Saturdays. These include a range of types of provision including:

- a) Courses are offered during the day time, evenings and on Saturdays and include a range of 'Skills for Life' (Adult Literacy and Numeracy)
- b) English for speakers of other languages (ESOL)
- c) Cultural and personal development activities including arts, humanities, exercise and fitness, cookery, health and well-being.
- d) Skills training in a range of subjects, e.g. business, Information communication technology (ICT), languages, adult teacher training and counselling.
- e) Specialist provision for adults with learning difficulties and disabilities (LDD) and specialist ICT provision for students with hearing and visual impairment.
- f) Community provision including ICT and Skills for Life classes and specific provision for older learners
- g) Family Learning: wider family learning and literacy, language and numeracy
- h) Employer Engagement including LBB training such as the corporate ICT contract.

i) Managing the LBB Personal Community and Developmental Learning (PCDL) and Neighbourhood Learning in Deprived Communities (NLDC) Lifelong Learning projects

Provision is designed to lead to employment, progression routes to higher education, workforce up-skilling, professional as well as personal development and interest. The provision is delivered by a team of 260 (mostly) sessional tutors.

The College manages the Wider Family Learning provision across the Borough of Bromley working with a variety of organisations in the community. The College also delivers the adult aspects of family literacy, language and numeracy provision managed by the Learning and Achievement in Schools Personalised Learning Team of the Children and Young People directorate.

The College has maintained targeted learning opportunities for the over 60s through a series of effective partnerships within the borough, with the following organisations: Age Concern, Broomleigh, Bromley Social Care, NHS, Mission Care, as well as many smaller organisations. Courses have ranged from low impact exercise classes to maintain mobility to Arts and Crafts, Healthy Eating/Lifestyle and Yoga.

The three main sites (Widmore, Kentwood and Poverest) provide nurseries for the care and education of children under five years old, for the use of students and staff during term time, as well as the wider community.

Objective of Review

To review Bromley Adult Education's current and alternative service models and to make a recommendation as to a preferred future option.

Outputs

- To bring together all available and relevant information regarding Adult Education provision both within Bromley and elsewhere taking consideration of the findings and recommendations of the BAEC strategic working group
- To seek the views of relevant stakeholders on the future of adult learning in Bromley and their preferred options for sustainable, high quality future service provision
- To consider adult learning in the wider context of the Renewal & Recreation Portfolio and Local Authority Services more generally.

Outcome

- To develop a preferred option for future service delivery which takes account of Building a Better Bromley Priorities, the Corporate Operating Principles and the current economic situation.
- The retention of a flexible, high quality service to borough residents.

Scope

The Review group should focus on a small number of realistic options in order that the review is conducted in a timely way and alternatives are evaluated appropriately.

The advantages and disadvantages for each option should be highlighted considering what will be best for existing and potential adult learners in Bromley and the Local Authority over the next five to ten years.

Options will be underpinned by a detailed financial analysis

The agreed options for consideration are:

1. Remain as a core, directly provided, local authority service but downscale and rationalise property use. Specifically the college would need to be remodelled without the Widmore Road site but consider liberating other current assets too.
2. Adult Education college to be established as a stand alone Social Enterprise/Mutual delivering on behalf of the Local Authority.
3. Engage in a strategic alliance with other local adult education providers
4. Merge with Bromley & Orpington Further Education Colleges (pending the outcome of the consultation)
5. A shared service model with another local adult education provider.

Methodology

§ The board will collect and collate examples of alternative service provision from other local authorities and evidence of best practise in adult education service provision elsewhere

§ The board will establish the current costs of service provision, current and anticipated revenue streams and the mechanics of the SFA grant and other funding.

§ The board will evaluate, using an appropriate objective technique, the current benefits/disbenefits of the existing service provision and any likely future change to these.

§ The board will establish the likely costs of service delivery and implementation for all of the alternative service delivery models.

§ The board will evaluate, using an appropriate objective technique, the anticipated benefits/disbenefits of all of the alternative service delivery models and any likely future change to these

§ Representatives from the board will meet with all key stakeholders of the service –

- College learners
- College staff
- BAEC Governing Body
- Elected members
- R&R, CYP and ACS Department
- Skills Funding Agency
- Local adult learning partners such as Bexley, CALAT and SCOLA

§ The review will utilise a dedicated SharePoint project workspace. All information relevant to the review will be stored centrally on the site, where it will be accessible by officers and members alike

• The information will be accessible at all times, by officers and Members who have been given permission to access the site. It is designed to manage research and statistical documents, events, tasks, contact details and links to relevant websites.

Project administration & Target Body for Findings & Recommendations

The Review group will initially report findings to Marc Hume Director of Renewal and Recreation and to BAEC Governing Body. R&R PDS Committee.

This will contain:

- A covering report summarising the background and current issues around Adult Education
- A detailed financial assessment setting out the predicted budget implications of the various options
- A set of high level options for the future of Bromley Adult Education with a clear recommendation as to a model for future service delivery.

London Borough of Bromley

PART 1 - PUBLIC

Briefing for Education Policy Development and Scrutiny Committee Wednesday 23 January 2013

ACADEMY PROGRAMME IN BROMLEY: UPDATE

Contact Officer: Laurence Downes, Commissioner Education and Children's Social Care
Tel: 020 8313 4805 E-mail: laurence.downes@bromley.gov.uk

Chief Officer: Terry Parkin, Director Education and Care Services

1. Summary

1.1 This is the fourteenth report produced since July 2010 to ensure Members are kept up-to-date on the Academies Programme in Bromley.

1.2 The Government's Academy Programme is underpinned by the Academy Act 2010.

2. THE BRIEFING

2.1 At the start of the 2010/11 Academic Year, there were 95 maintained schools in Bromley which included: 17 secondary, 74 primary phase and 4 special schools. This broad spectrum of schools included Foundation, Trust, Community, Voluntary Aided and Voluntary Controlled. In addition, Bromley maintains a Pupil Referral Service (PRS). The overall pupil population across our school and PRS provision is currently 46,539 pupils (including post-16). Educational standards in Bromley and the outcomes achieved by children and young people across our schools, places the borough in the top quartile of overall performance nationally.

2.2 Below is the position in Bromley regarding academy conversion as at 13 December 2012:

Type	Converted		Conversion in Progress		Potential Conversion		Maintained		Total	
Secondary	16	94%	1	6%	0	0%	0	0%	17	100%
Primary	15	20%	2	3%	1	1%	56	76%	74	100%
Special	0	0%	0	0%	0	0%	4	100%	4	100%
Total	31	33%	3	3%	1	1%	60	63%	95	100%

2.3 Appendix 1 provides an overview of individual schools that have converted to academy status and those either in the process of conversion or are considering conversion.

- 2.4 Since the last report to the Education PDS Committee and the Education Portfolio Holder at the Education Seminar of 16 November, there have been a number of developments:
- **Royston Primary School** is in the process of converting to academy status as a sponsored academy with the Harris Federation, with a planned conversion date of 1 September 2013;
 - **Gray's Farm Primary School** is currently exploring conversion to academy status, working with the Department for Education and the Council, as a sponsored academy with the Kemnal Academies Trust; and
 - **St Mary's Catholic Primary School** is currently consulting on the possibility of conversion to academy status prior to a formal decision by the Governing Body.
- 2.5 Bromley continues to have one of the highest numbers of academy conversions in the London region and nationally.
- 2.6 There have been a number of actions taken since the last meeting of the Education PDS Committee in September 2012 to ensure that the Council's commitment to the Government's academy agenda is fulfilled. The local authority:
- has established positive working relationships with the DfE academies team to agree a way forward to arrive at all Bromley mainstream schools becoming academies over the next two to three years;
 - has secured agreement from the DfE to make a DfE official available to Bromley to help project plan this work;
 - has established an academy project group of senior officers from Education, HR, Commissioning, Legal and Property Services to support schools converting to academy status;
 - is completing a 'mapping' exercise of the existing and developing primary school partnerships to plan for conversions of groups of schools;
 - is working in partnership with Freedom and Autonomy for Schools – National Association (FASNA), to host a January 2013 road show for 20 primary schools that are currently making conversion decisions. Headteachers, Chairs of Governors and Finance Officers of these schools will be invited to attend;
 - is preparing a report for the January Education PDS, with a recommendation that the Portfolio Holder removes the restrictions on applications for 'Seed Challenge' capital funding for any school considering conversion, as this is perceived by schools as a barrier to engaging with the academies' programme.

ACADEMY DEVELOPMENTS IN BROMLEY
(AS AT 13 DECEMBER 2012)

SECTION 1: Overall Summary

Type	Converted		Conversion in Progress		Potential Conversion		Maintained		Total	
Secondary	16	94%	1	6%	0	0%	0	0%	17	100%
Primary	15	20%	2	3%	1	1%	56	76%	74	100%
Special	0	0%	0	0%	0	0%	4	100%	4	100%
Total	31	33%	3	3%	1	1%	60	63%	95	100%

SECTION 2: Schools which have Converted to Academy Status

Primary Phase Schools

PRIMARY SCHOOLS		POSITION	TIMESCALE
1	Hayes Primary School	Conversion	1 July 2011
2	Warren Road Primary School	Conversion	1 July 2011
3	Balgowan Primary School	Conversion	1 August 2011
4	Biggin Hill Primary School	Conversion	1 August 2011
5	Darrick Wood Infant School and Nursery	Conversion	1 August 2011
6	Green Street Green Primary School	Conversion	1 August 2011
7	Pickhurst Infant School	Conversion	1 August 2011
8	Pickhurst Junior School	Conversion	1 August 2011
9	The Pioneer Academy (formerly Stewart Fleming Primary School)	Conversion	1 August 2011
10	Valley Primary School	Conversion	1 August 2011
11	Crofton Junior School	Conversion	1 December 2011
12	Tubbenden Primary School	Conversion	1 March 2012
13	St James' RC Primary School	Conversion	1 April 2012
14	Crofton Infant School	Conversion	1 September 2012
15	Hillside Primary School	Sponsored Conversion	1 September 2012

Secondary Phase Schools

SECONDARY SCHOOLS		POSITION	TIMESCALE
1	Kemnal Technology College	Conversion	1 September 2010
2	Darrick Wood Secondary School	Conversion	1 December 2010
3	Beaverwood School for Girls	Conversion	1 March 2011
4	Bishop Justus CE Secondary School	Conversion	1 March 2011
5	Coopers Technology College	Conversion	1 March 2011
6	Charles Darwin School	Conversion	1 April 2011
7	Hayes School (Bromley) (formerly Hayes School)	Conversion	1 April 2011
8	Langley Park School for Boys	Conversion	1 April 2011
9	Newstead Wood School (formerly Newstead Wood School for Girls)	Conversion	1 April 2011
10	Ravens Wood School	Conversion	1 April 2011
11	The Ravensbourne School	Conversion	1 April 2011
12	Bullers Wood School	Conversion	1 May 2011
13	Langley Park School for Girls	Conversion	1 August 2011
14	Harris Academy Beckenham (formerly Kelsey Park Sports College)	Sponsored Conversion	1 September 2011
15	Harris Academy Bromley (formerly Cator Park School)	Conversion	1 September 2011
16	The Priory School	Conversion	1 May 2012

SECTION 3: Schools either Considering or are in the Process of Conversion to Academy Status

Primary Phase Schools

PRIMARY SCHOOLS		POSITION	TIMESCALE
1	Royston Primary School	Proposed sponsored conversion with Harris Federation. Consultation commencing October 2012 and closing December 2012.	September 2013
2	Gray's Farm	Proposed sponsored conversion with Kemnal Academies Trust.	TBC
3	St. Mary's RC Primary School	Consultation on possibility of academy conversion October 2012 – no formal decision as yet.	TBC

Secondary Phase Schools

SECONDARY SCHOOLS		POSITION	TIMESCALE
1	St Olave's Grammar School	Notification to Local Authority (October 2010). Conversion approval 'on hold' pending resolution of governance composition between the Diocese of Rochester, the School and the Department for Education.	TBC

London Borough of Bromley

PART 1 - PUBLIC

Briefing for Education Policy Development and Scrutiny Committee Wednesday 23 January 2013

EDUCATION POLICY AND LEGISLATIVE CHANGES: UPDATE

Contact Officer: Tessa Moore, Assistant Director, Education
E-mail: tessa.moore@bromley.gov.uk

Chief Officer: Terry Parkin, Executive Director, Education & Care Services

1. INTRODUCTION

- 1.1 This is latest report to provide Members with an update on the Government's policy and legislative changes for education.

2. THE BRIEFING

2.1 Annual Report from Her Majesty's Chief Inspector of Education, Children's Services and Skills

- (i) On 27 November 2012 Her Majesty's Chief Inspector of Education, Children's Services and Skills, Michael Wilshaw, published his first Annual Report, *The Importance of Leadership*.
- (ii) The Annual Report for 2011-12 provides evidence from the inspection and regulatory visits undertaken between September 2011 and August 2012 by the Office for Standards in Education, Children's Services and Skills (Ofsted). The report takes evidence from the inspection activity across the full range of Ofsted's statutory remit, which includes early years and childcare, and provision for education and skills in schools, colleges and adult learning.
- (iii) The Annual Report can be found at www.ofsted.gov.uk/news/annual-report-of-her-majestys-chief-inspector-of-education-childrens-services-and-skills-200910.
- (iv) Alongside the Annual Report, Ofsted also published three additional reports focusing specially on schools, early years provision, and learning and skills. The report on social care will be published by Ofsted in June, because the inspection year for most social care provision, prescribed by regulations, runs from April to March.

Schools

- (v) The additional report for Schools identifies that although standards within schools are improving and rising steadily, there are still a significant number of schools (30%) which are not good or better. Ofsted implemented a revised Inspection framework from September 2012 which replaced the 'satisfactory' judgement with 'requires improvement' to combat "coasting schools" – the term used by the Prime Minister to describe schools which have had 2 or more consistent 'satisfactory' judgements.

- (vi) The report considers a number of challenges to improving school standards, including:
- reducing the number of pupils who are in schools which are rated at below good (currently 31% nationally and 18% for Bromley);
 - reducing the attainment gaps between most pupils and those from the least prosperous background – particularly in secondary schools;
 - improving access to a good or better school which varies widely across England – for example 42% of children attend primary schools in Coventry that are good or outstanding, compared to 92% in Camden and 70% in Bromley;
 - monitoring the role that local authorities provide in challenging the performance of underperforming schools, such as through the issuing of warning notices;
 - highlighting the benefits for schools of being part of an academy chain over being a stand alone academy;
 - highlighting the increasing trend for the transferring of school improvement support from local authorities to schools, to school to school;
 - focusing on how the characteristics of outstanding teaching can be rolled out across all schools.

Early years

- (vii) The additional report for early years identifies that although standards within early years provision has improved significantly since 2008 – when the Early Years Foundation Stage and inspection framework was introduced – there are still big differences in standards across the country. 74% of early years provision nationally is now good or better; however, provision is weakest in areas of highest deprivation – particularly for childminders. Bromley is identified among the top 10 local authority areas for the proportion of good and outstanding early years providers.
- (viii) The report considers a number of challenges to improving early years standards, including:
- reducing the difference in the basic skill level of children entering school between children from the poorest homes and those from the richest;
 - reducing the difference in standards achieved across the different types of early years provision;
 - maximising the use of the knowledge and skills of the leaders of outstanding providers by implementing provider to provider support;
 - monitoring the role that local authorities provide in challenging the performance of underperforming early years provision.

Learning and skills

- (ix) The additional report for learning and skills identifies that only 65% of providers of further education and skills provision are judged as good or better – compared to 74% for early years provision and 70% of schools. The report identifies that there are 33,000 fewer young people nationally aged 16-18 in full time education in 2011 compared to 2010, and that the proportion of young people aged 16 to 24 who are unemployed has risen by 5.9 percentage points between 2007 and 2012. It suggests that these trends indicate that further education and skills provision is not meeting the rights needs of students and employers.
- (x) The report considers a number of challenges to improving standards within further education and skills provision, including:
- recognising that although the proportion of outstanding further education and skills providers is greater now than in 2010, so too is proportion of inadequate providers;
 - ensuring providers consider the quality of the provision that they offer before they consider expanding;
 - recognising that the apprenticeship system has not fully developed or enhanced itself since 2007;
 - improving the quality of teaching in further education and skills provision needs as, for example, no colleges were judged outstanding for teaching;
 - providing a greater emphasis on improving English and mathematics skills;
 - improving the standards of further education and skills provision as 44% of learners are at providers judged in 2011/12 at less than good.

Increasing transparency

- (xi) Alongside the report, Ofsted have also launched a new online tool that enables users to compare the performance of providers over time from Ofsted inspections across England by region, local authority and constituency area.
- (xii) The tool, Data View, is available at <http://dataview.ofsted.gov.uk>.

2.2 Report of the School Teachers' Review Body

- (i) On 5 December 2012 the Secretary of State for Education laid before Parliament the Twenty-First Report of the School Teachers' Review Body (STRB), alongside his response to the report's recommendations in the form of a Written Ministerial Statement.
- (ii) In its report STRB recommends a simpler, more flexible national pay framework for teachers. Taking on board international evidence and views from Government, employers, and teacher and head teacher unions, it proposes:
- replacement of increments based on length of service by differentiated progression through the main pay scale to reward excellence and performance improvement;

- extension to all teachers of pay progression linked to annual appraisal (which is already established for more senior teachers). Appraisal should be against a single set of teaching standards, and individual objectives, with a strong emphasis on professional development;
 - abolition of mandatory pay points within the pay scales for classroom teachers, to enable individual pay decisions, but with retention at present of points for reference only in the main pay scale, to guide career expectations for entrants to the profession;
 - retention of a broad national framework, including the higher pay bands for London and fringe areas and an upper pay scale as a career path for experienced teachers who make a wider contribution to the school;
 - replacement of the unnecessarily detailed threshold test for progression from the main to the upper pay scale, with simple criteria based on one set of teacher standards. This will create a consistent progression path from graduate entry to the top of the upper pay scale and allow schools to promote the best teachers more rapidly;
 - local flexibility for schools to create posts paying salaries above the upper pay scale, enabling some of the very best teachers to remain in the classroom and lead the improvement of teaching skills;
 - more discretion for schools in the use of allowances for recruitment and retention and freedom to pay fixed-term responsibility allowances of up to £2,500 a year for time-limited projects;
 - reinforcement of the responsibility of head teachers to manage staff and resources and of governing bodies to hold school leaders to account for managing and rewarding the performance of teachers in the interests of pupils;
 - on the basis of the above, a much simplified School Teachers' Pay and Conditions Document, including a brief guide to the national framework and the flexibilities open to schools.
- (iii) Subject to a statutory consultation, the Government has confirmed that it intends to accept the key recommendations and that they would come into effect from September 2013.
- (iv) Further information is available from www.education.gov.uk/pay.