



THE LONDON BOROUGH
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DATE: 29 February 2016

To: Members of the
EDUCATION POLICY DEVELOPMENT AND SCRUTINY COMMITTEE

Councillor Nicholas Bennett J.P. (Chairman)
Councillor Neil Reddin FCCA (Vice-Chairman)
Councillors Teresa Ball, Kathy Bance MBE, Julian Benington, Alan Collins,
Mary Cooke, Judi Ellis and Ellie Harmer

Church Representatives with Voting Rights
Mary Capon and Joan McConnell

Parent Governor Members with Voting Rights
1 x Parent Governor Representative (vacancy), Darren Jenkins and Mylene Williams

Non-Voting Co-opted Members
Adil Ghani, (Young People's Representative)
Alison Register, (Pre-school Settings and Early Years Representative)

A meeting of the Education Policy Development and Scrutiny Committee will be held
at Committee Rooms, Bromley Civic Centre on **TUESDAY 8 MARCH 2016 AT 7.00
PM**

MARK BOWEN
Director of Corporate Services

Paper copies of this agenda will not be provided at the meeting. Copies can be printed off at <http://cds.bromley.gov.uk/>. Any member of the public requiring a paper copy of the agenda may request one in advance of the meeting by contacting the Clerk to the Committee, giving 24 hours notice before the meeting.

Items marked for information only will not be debated unless a member of the Committee requests a discussion be held, in which case please inform the Clerk 24 hours in advance indicating the aspects of the information item you wish to discuss

A G E N D A

PART 1 (PUBLIC) AGENDA

Note for Members: Members are reminded that Officer contact details are shown on each report and Members are welcome to raise questions in advance of the meeting.

STANDARD ITEMS

1 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS

2 DECLARATIONS OF INTEREST

3 MINUTES OF THE EDUCATION PDS COMMITTEE MEETING HELD ON 19 JANUARY 2015 AND MATTERS OUTSTANDING FROM PREVIOUS MEETINGS (Pages 5 - 16)

4 QUESTIONS TO THE PDS CHAIRMAN FROM MEMBERS OF THE PUBLIC AND COUNCILLORS ATTENDING THE MEETING

To hear questions to the Committee received in writing by the Democratic Services Team by 5.00pm on Wednesday 2nd March 2016 and to respond. Questions must relate to the work of the scrutiny committee.

PORTFOLIO PRESENTATIONS AND DECISIONS

5 QUESTIONS TO THE PORTFOLIO HOLDER FROM MEMBERS OF THE PUBLIC AND COUNCILLORS ATTENDING THE MEETING

To hear questions to the Portfolio Holder received in writing by the Democratic Services Team by 5.00pm on Wednesday 2nd March 2016 and to respond. Questions must relate to the work of the Portfolio.

6 PORTFOLIO HOLDER UPDATE

7 UPDATE ON YOUTH OFFENDING SERVICES IMPROVEMENT PLAN (Pages 17 - 32)

8 PORTFOLIO HOLDER PROPOSED DECISIONS

The Education Portfolio Holder to present scheduled reports for pre-decision scrutiny on matters where he is minded to make decisions.

a BASIC NEED UPDATE REPORT (To Follow)

ITEMS FOR EXECUTIVE DECISION

9 AUTHORISATION TO ENTER INTO DYNAMIC PURCHASING AGREEMENT WITH THE SOUTH LONDON CONSORTIUM FOR THE PURCHASING OF INDEPENDENT SPECIALIST SEN PLACEMENTS (To Follow)

10 SEND REFORMS - DRAW DOWN AND CARRY FORWARD OF GRANT FUNDING
(Pages 33 - 38)

11 EDUCATION INFORMATION ITEMS

The items comprise:

- Minutes of the Education Budget Sub-Committee meeting held on 14 January 2016
- Contract Activity Update
- Summary of the Select Committee Report on the Role of the Regional Schools Commissioner

Members and Co-opted Members have been provided with advance copies of the briefing via e-mail. The briefing is also available on the Council's Website at the following link: <http://cds.bromley.gov.uk/ieListMeetings.aspx?CId=559&Year=0>

POLICY DEVELOPMENT AND OTHER ITEMS

12 UPDATE ON UNDER PERFORMING SCHOOLS (Pages 39 - 42)

13 ELECTIVE HOME EDUCATION (INCLUDING CHILDREN'S SAFEGUARDING ISSUES AND MISSING CHILDREN) (Pages 43 - 58)

14 YOUNG PEOPLE NOT IN EDUCATION EMPLOYMENT OR TRAINING (NEET) AND STRATEGIES FOR INCREASING PARTICIPATION (Pages 59 - 88)

15 BROMLEY ADULT EDUCATION COLLEGE UPDATE (Pages 89 - 96)

16 EDUCATION PDS ANNUAL REPORT (Pages 97 - 100)

17 EDUCATION PDS WORK PROGRAMME (Pages 101 - 106)

PART 2 (CLOSED) AGENDA

18 LOCAL GOVERNMENT ACT 1972 AS AMENDED BY THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) (VARIATION) ORDER 2006, AND THE FREEDOM OF INFORMATION ACT 2000

Items of Business

Schedule 12A Description

ITEMS FOR PROPOSED PART 2 (EXEMPT) EXECUTIVE DECISION

The Education Portfolio Holder to present scheduled reports for pre-decision scrutiny on matters for Executive decision.

- | | | |
|----------|--|---|
| a | AUTHORISATION TO AWARD CONTRACT FOR TOP UP PLACES FOR SEN (Pages 107 - 112) | Information relating to the financial or business affairs of any particular person (including the authority holding that information) |
|----------|--|---|

DATES OF FUTURE EDUCATION SELECT COMMITTEE MEETINGS

Provisional Dates:

5th July 2016

27th September 2016

17th January 2017

28th March 2017

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EDUCATION POLICY DEVELOPMENT AND SCRUTINY COMMITTEE

Minutes of the meeting held at 7.00 pm on 19 January 2016

Present:

Councillor Nicholas Bennett J.P. (Chairman)
Councillor Neil Reddin FCCA (Vice-Chairman)
Councillors Teresa Ball, Kathy Bance MBE,
Julian Benington, Alan Collins, Mary Cooke, Judi Ellis and
Ellie Harmer

Mary Capon and Joan McConnell, Mylene Williams, and
Alison Regester

Also Present:

Councillors Peter Fortune, Kate Lymer, Tom Philpott and
Michael Turner

49 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS

Apologies for absence were received from Darren Jenkins.

50 DECLARATIONS OF INTEREST

Councillor Harmer declared that she was a Trustee of Ripley Arts Centre and
Councillor Turner declared that he was a Governor of Bromley Adult
Education College.

51 MINUTES OF THE EDUCATION PDS COMMITTEE MEETING HELD ON 24TH NOVEMBER 2015 AND MATTERS OUTSTANDING FROM PREVIOUS MEETINGS

The minutes of the meeting held on 24 November 2015 were approved, and
signed as a correct record.

The Committee congratulated former Co-opted Member Delores Bray-Ash on
the MBE she had been awarded in the New Years Honours. The Committee
also congratulated Sam Parrett, the Principal of Bromley College, on the OBE
she had been awarded in the New Years Honours.

52 QUESTIONS TO THE PDS CHAIRMAN FROM MEMBERS OF THE PUBLIC AND COUNCILLORS ATTENDING THE MEETING

No questions had been received.

**53 PRESENTATION: ROLE OF THE REGIONAL SCHOOLS
 COMMISSIONER FOR SOUTH-EAST ENGLAND AND SOUTH
 LONDON (DOMINIC HERRINGTON)**

Dominic Herrington, the Regional Schools Commissioner for South-East England and South London addressed the Committee (presentation attached at **Appendix A**) and outlined his remit and responsibilities as Regional Schools Commissioner.

In response to a question surrounding how the Local Authority could work with academy schools to ensure that the Local Authority's statutory duties were met, Mr Herrington stressed that his focus was very much on standards within schools but that he was also happy to facilitate discussions when the Local Authority raised issues directly with schools.

In response to a question concerning local authority representation on the governing bodies of academy schools, Mr Herrington reiterated that governance was critical to the future health of schools. The Department for Education (DfE) was trying to focus more on the skills of school governors in order to drive improvement. The DfE had been working with larger corporations to attract people from professional backgrounds to governing bodies in order to bring organisational and professional expertise to school governance.

In response to a question, Mr Herrington highlighted the range of benefits that could be realised from Schools forming Multi Academy Trusts. One particular benefit was the range of expertise that could be shared amongst groups of schools to lend expertise and provide support.

The Committee considered the difficulties in sustaining a local authority education department for a small number of local authority maintained schools. In response, Mr Herrington reported that there would be a key role for Local Authorities moving into the future as they would always have statutory responsibility for areas such as admissions, place planning, safeguarding, and transport. There would need to be an open and honest dialogue about these key issues moving forward.

In response to a question surrounding how the DfE is encouraging schools to open in the area and the criteria used when applications were being assessed, Mr Herrington reported that the DfE was keen to promote areas of need and encourage applications for schools in high areas of need. In terms of the assessment of applications, key considerations were the leadership and governance of the proposer, the proposer's track record, the curriculum model and the need for provision in the area (based on local authority data). Applications for schools would be rejected if they were not of a high enough standard.

The Committee considered the key role that would be played by Free Schools in meeting future demand for school places. The difficulties obtaining planning permission and the need to be creative in identifying future sites for schools was discussed.

The Chairman thanked Mr Herrington for attending the meeting.

54 PETITION: BROMLEY ADULT EDUCATION COLLEGE

In December 2015, a petition from Mr T. Anderson, asking the Council to keep the Widmore Adult Education Centre open, and containing in excess of 1,000 signatures was received. The full prayer of the petition was:

“We the undersigned urge Bromley Council to keep the Widmore Centre Adult Education Centre open as a facility for adult education. To maintain at that central point the provision of services in general education and the arts to the people of Bromley.”

As the petition contained over 1,000 signatures it exceeded the threshold required for it to be considered by Full Council however, due to the timing of consideration of this matter by the Executive the Lead Petitioner elected for it to be considered by the Education PDS Committee.

The Lead Petitioner, Mr Anderson, address the Committee and highlighted the range of vocational and developmental training that was offered by the Adult Education College. Mr Anderson stressed that adult education was a valuable provision and outlined that the service would grow in importance with the ageing population. Mr Anderson concluded by asking the Council to rethink the proposals.

The Chairman thanked Mr Anderson for presenting the petition.

The Committee agreed that the petition should be forwarded to the Executive for consideration when a decision on the Adult Education Service was taken.

RESOLVED: That the Executive be asked to consider the petition on 10 February 2016.

55 BROMLEY ADULT EDUCATION COLLEGE UPDATE

Following pre-decision scrutiny at the meeting of the Education Policy Development and Scrutiny Committee on 8 July 2015, the Executive recommended that Officers commence consultation with staff, their representatives, stakeholders and service users on proposals to restructure and reduce the adult education service. The Committee considered a report outlining the outcomes from the public consultation and staff engagement process.

A total of 1,159 responses to the consultation had been received, of which 1,035 were completed and 124 were partial responses. Of the completed responses, 14 respondents identified themselves as stakeholders and the remainder were students and/or members of the public. A breakdown of the responses that had been received was attached to the report at Appendix 2. In addition to this, an Equalities Impact Assessment had been undertaken and was attached to the report considered by the Committee at Appendix 5.

A significant volume of the feedback that had been received from staff and members of the public expressed concern about the loss of the Widmore site as a key delivery point for adult education and the subsequent loss of specialist subjects from any remaining adult education offer. Staff, students and other stakeholders also commented on the many benefits that a rich adult education offer brings to both individuals and the communities it serves. In particular, leisure courses were seen as a lifeline to many, helping to keep people mentally and physically health, preventing social isolation, providing respite to carers, and allowing people to express their creativity. Concern was expressed that a reduction in provision would have a negative impact on the wellbeing of some residents and lead to increased costs for other services such as health and social care.

Following closure of the consultation period, Officers within the adult education service had been in dialogue with various local community organisations with a view to identifying alternative ways to allow continuation of a wide range of adult learning activities within the Borough should the proposals go ahead.

In considering the report, the Committee noted that there was a range of facilities in the Borough available through a number of providers. Members stressed the importance of marketing the courses available from alternative providers and signposting service users to the alternative provision.

A Member noted that there was currently a range of specialist equipment at the Widmore Centre and suggested that it would be helpful to complete an inventory of the equipment to ensure that it was not lost. It was also suggested that when the new curriculum was being developed, consideration should be given to prioritising courses that required specialist equipment that may not be available at alternative locations.

The Committee noted the Impact Assessment Action Plan and asked that the actions were taken forward and addressed, particularly the actions relating to signposting services.

A number of Members acknowledged the obvious impact that the Adult Education Services had on people's lives but recognised that the service could not remain as it was and needed to me more sustainable as it moved into the future. Members agreed with the view expressed by Ofsted that funding for adult education should be targeted at the most vulnerable people and that services were provided where demand was highest.

RESOLVED: That

- (a) the Executive be recommended to endorse the proposals to proceed with the proposed reorganisation of the Adult Education Service;**
- (b) the Executive be recommended to agree that potential redundancy costs, estimated at £566,000 are funded from the Council's Transformation Fund;**
- (c) a further report, setting out the criteria to be used in developing the 2016/17 curriculum, be presented to the PDS Committee at its meeting in March 2016;**
- (d) a further report, setting out the structure of the final curriculum, be considered by the Portfolio Holder once the curriculum is finalised; and**
- (e) a further report, setting out progress on actions taken in relation to the Impact Assessment Action Plan, be considered by the next meeting of the Education PDS Committee and subsequently the Portfolio Holder for Education.**

56 QUESTIONS TO THE PORTFOLIO HOLDER FROM MEMBERS OF THE PUBLIC AND COUNCILLORS ATTENDING THE MEETING

No questions had been received.

57 PORTFOLIO HOLDER UPDATE

The Portfolio Holder gave an update to Members on work being undertaken across the Education Portfolio. The Portfolio Holder had made a range of visits to schools and community groups and had been on a tour of the Youth Offending Services.

The Portfolio Holder reported that there were still challenges with planning applications for schools and a new approach would need to be identified as it was clear that the current approach was not fit for purpose. Work was being undertaken to identify where there was specific need for school places and where future pressures for school places would develop.

Discussions were underway with schools that had not yet converted to academy status to see how any future conversions could be facilitated.

In response to question about the timing of a future Ofsted inspection, the Director for Education reported that the Children's Service was expecting an inspection at any time but that it was unlikely that the School Improvement Service would be inspected in the immediate future.

The Director for Education reported that there were no conformed plans for a University Technical College (UTC) site although discussions were still ongoing.

Finally, the Portfolio Holder confirmed that Oaklands School were planning to expand. The importance of keeping local ward members informed had been raised in discussions with the school. The Portfolio Holder stressed that pressures around the statutory responsibility to provide school places for Bromley children would continue to increase and a new strategy for obtaining planning permission would need to be developed in order to address a number of issues that had arisen in the past.

RESOLVED that the Portfolio Holder update be noted.

A) EDUCATION PORTFOLIO PLAN SEPTEMBER 2015-AUGUST 2015 - UPDATE

The Portfolio Holder for Education introduced an update on the 2015/16 Education Portfolio Plan priorities. The 2015/16 plan focused on seven key priorities, covering both the changing environment and the statutory duties of the local authority including ensuring an adequate supply of school places, and determining the special educational needs of qualifying pupils, in support of the Education Covenant and Commitments.

RESOLVED: That the update be noted

B) UPDATE ON YOUTH OFFENDING SERVICE IMPROVEMENT PLAN

The Portfolio Holder for Education introduced a report providing an update on the progress of the Youth Offending Service (YOS) Improvement Plan and the work being undertaken by the Youth Offending Team.

The report was the third update to be presented to the Committee since the development of the YOS Improvement Plan. The updated plan demonstrated that work had progressed on all planned actions and that the service continued to work hard to introduce further improvements identified in the plan.

As a result of the weekly data cleaning exercise more accurate performance data was being produced. Management performance reports had been reviewed and improved and included monitoring against national standards, the measurements which would be used by HMIP when they re-inspected the service. The service structure was also being reviewed by the Interim Head

of the YOS to reflect the changes that had been introduced following implementation of the Improvement Plan. Where possible, efficiency savings would be identified in order to respond to the reductions in the YJB grant and LBB planned revenue savings. The YOS Management Board had agreed that the NACRO ISS service contract would not be renewed for the next financial year with provision being brought in-house to contribute towards the required savings.

The YOS Management Team were also due to commence work on the Performance Management Framework which would complement the Workforce Development Plan. Work had also been ongoing around quality, assessment and planning with the Management Team embarking on a monthly audit programme of casework. All case workers would be attending the Signs of Safety training and all YOS Managers would be attending refresher Quality Assurance training. In addition to this, monthly team meetings were being utilised to provide additional staff training.

In considering the report, the Chairman expressed concern at the apparent delay in improvements in the Service. In response the Interim Head of the YOS reported that the audits that had been conducted in December (and would be reported to the next Education PDS meeting) showed much more progress. The Service had started from a very low base and had made significant and sustainable progress. A mock inspection would be carried out by the Youth Justice Board from 21 March 2016 to 23 March 2016 and this would give a much clearer indication of the progress that had been made.

In response to a question concerning the benefit of the monthly coffee morning offered for parents and carers, the Deputy Head of the YOS reported that at the last session there had been three attendees but that Officers hoped that they would become better attended as time progressed. Parents and carers were a particularly difficult group to engage and a lot of time was being invested in engaging with this group with the Parenting Worker also making home visits.

The Committee considered the importance of training and support for staff. The Interim Head of the YOS highlighted that there was more robust supervision of staff and this also incorporated continued learning and development. The Committee were informed that there were around 20 permanent members of staff and 5 locum staff. The Interim Head of Service was looking to fill the positions held by locum staff as soon as possible in order to promote stability within the Service.

In considering the proposal to have a representative from the YOS on Bromley Youth Council, the Interim Head of the YOS reported that there were 2 or 3 young people currently receiving support from the YOS that were capable of fulfilling the challenging role to a high standard.

The Portfolio Holder reported that the YOS remained a high priority for the Council and stressed the importance of sustainable improvement. Progress

was now being measured effectively and the Council was working closely with the Youth Justice Board to identify a clear direction of travel.

In response to a question, the Interim Head of the YOS reported that the proposed restructure of the Service would address savings that needed to be found as a result of reductions in the grant that was received. Members of the Committee were also invited to visit the YOS to see the work that was being undertaken and the improvements that had been made.

RESOLVED: That the progress of the Youth Offending Service Improvement Plan be noted.

58 PORTFOLIO HOLDER PROPOSED DECISIONS

A) SECONDARY AND PRIMARY DEVELOPMENT PLANS

The Portfolio Holder introduced a report asking Members to consider the Council's strategy to meet the forecast pupil numbers in Primary and Secondary schools to 20131 and to endorse the recommendations of the School Places Working Party.

The Local Authority had statutory responsibility for ensuring that there were sufficient school places to meet demand in the Borough. The most immediate issue facing the Authority over recent years had been the significant increase in the need for primary school places, with reception intake increasing from approximately 3,400 in 2009 to approximately 4,050 in 2015.

The Council's strategy to meet the additional demand was a combination of bulge classes, permanent expansion of existing schools and new free schools. This provided the necessary flexibility to ensure that the demand could be met whilst remaining sensitive to the preferences expressed by parents.

The Portfolio Holder informed the Committee that ward packs, containing a detailed breakdown of the information, had been produced and would be distributed to ward councillors and members that there governors in specific areas.

The Chairman of the School Places Working Group stressed the importance of Councillors taking a Borough-wide view when considering education issues rather than a more local ward-level view. The need to ensure that there were sufficient school places for Bromley children was of paramount importance and the pressures around school places was only going to worsen, it was a problem that was not going away.

The Chairman stressed that the reality was that the population of London was growing and the local authority needed to have sustainable plans in place to meet its statutory responsibilities.

RESOLVED: that the Portfolio Holder be recommended to

- i) Note the projections for primary and secondary need;**
- ii) Agree a margin of 5% above the Greater London Authority projection for primary and secondary place planning to provide for local variations in need and to meet parental preferences;**
- iii) Agree that discussions be undertaken with primary schools identified for expansion with a view to reporting the outcome to a future meeting of Education PDS Committee;**
- iv) Agree that feasibility studies be undertaken in consultation with identified primary schools to assess the scope and cost of school enlargement;**
- v) Agree that where primary school expansion is agreed, implementation be funded through the Education Capital Programme, subject to the availability of funds;**
- vi) Agree that proposals for the expansion of existing secondary schools be brought forward to the Executive for approval.**
- viii) Agree that local Councillors be involved with any planning proposals for the expansion or establishment of schools at the pre-planning application stage.**

B) BASIC NEED UPDATE

The Portfolio Holder introduced providing an update on the delivery and future planning of the Council's Basic Need Capital Programme that supported the provision of sufficient pupil places through improvements to and extensions of Bromley Schools.

The Council received Basic Need Capital Grant from the Department for Education (DfE) to support the delivery of sufficient school places, with a total of £70.9m so far allocated for 2011-2018. In addition, the Basic Need capital programme also included capital contributions from a range of other capital funding programmes including Seed Challenge, Access Initiative and Suitability, along with Section 106 contributions.

There were currently schemes to the value of £82.8m either completed or projects in delivery (funded). These had been allocated £71.7m from the Basic Need Capital Scheme and £10.9m from other sources. There was currently a £0.5m budget shortfall for these schemes, but this could be covered by the programme contingency. There was currently insufficient funding provided by the DfE and other sources to deliver all the schemes within the Basic Need Programme. A new category of scheme in development (unfunded) had been added for schemes where they were being

entered into the main delivery programme with constrictions subject to funds becoming available. Design development of schemes not in the delivery phase (funded or unfunded) of the programme would continue, but schemes would not be brought forward for delivery until funding was available.

A planning application had been submitted for works at Bishop Justus School and Trinity CE Primary School. It was envisaged that this would provide additional capacity for future bulge classes at Bishop Justus School and act as a first step towards a 2FE expansion at the school and allow for the future expansion of Trinity CE Primary to 4FE.

RESOLVED: That the Portfolio Holder be recommended to

- i) Approve the updated list of schemes as outlined at section Appendix 1;**
- ii) Agree the procurement of individual schemes within the Basic Need Programme through traditional procurement, the Lewisham Modular Buildings Framework or through the devolution of Basic Need Capital Grant to schools and to delegate authority to the Director of Education in consultation with the Portfolio Holder for Education for the award of contracts up to a value of £500,000 for individual schemes procured through these routes; and,**
- iii) Authorise the Director of Education to seek planning permission through the relevant schools planning strategy for schemes at the appropriate time when required.**

59 EDUCATION INFORMATION ITEMS

The Education Briefing comprised four reports:

- Education Outcomes for Children in Care
- Minutes of the Education Budget Sub-Committee on 14 January 2016
- Contract Activity Update
- School's Performance Update

RESOLVED: That the Information Briefing be noted.

60 SCHOOLS PERFORMANCE UPDATE

The Committee considered a report providing an update with regard to school performance and the implementation of the local policy of Academy conversion.

No Ofsted inspections had taken place in Bromley since the previous update in November 2015. Ofsted had published its Annual Report for 2014-15. The reported findings included the percentage of pupils educated in primary schools with 'Good' or 'Outstanding' rating. In Bromley this was 77%, compared to a south-east average of 85%. The percentage for Bromley was 4 points down on the previous year and meant that Bromley was in the lowest quarter of authorities in the country. In terms of secondary performance the picture was much more positive. Bromley was the second highest local authority in the Country for the number of children education in good or outstanding schools with 95% of secondary pupils educated in Academies.

Worsley Bridge Primary School converted to Academy status on 1 January 2016 with Burwood School and Burnt Ash Primary School deferring their conversion dates to 1 February 2016.

School improvement challenge and support was provided to all local authority schools with a 'Requires improvement' judgement. The number of schools requiring support was reducing and the Local Authority was continuing to support 5 out of 6 primary phase schools.

In considering the report the Chairman noted that 6 'Requires Improvement' schools had not yet received their expected 24-month inspections under the new Common Inspection Framework. In addition 2 'Inadequate' Academy Schools should also have now had their first post-conversion inspection.

The Portfolio Holder reported that the issues around primary performance had been noted and were a key portfolio priority.

RESOLVED: That the update on school's performance be noted.

61 EDUCATION PROGRAMME 2015/16

The Committee considered its forward rolling work programme for the year ahead based on items scheduled for decision by the Portfolio Holder for Education and items for consideration by the Education PDS Committee.

The Chairman requested that the Young People Not in Education, Employment or Training (NEET) update also include missing children.

The Committee noted the schedule of Member visits for the Spring Term.

Members also noted that this would be the last meeting that James Mullender, Finance Manager, would be attending. The Committee thanked him for all the work he had undertaken on its behalf.

RESOLVED: That the Education Programme 2015/16 be noted.

**62 LOCAL GOVERNMENT ACT 1972 AS AMENDED BY THE
LOCAL GOVERNMENT (ACCESS TO INFORMATION)
(VARIATION) ORDER 2006, AND THE FREEDOM OF
INFORMATION ACT 2000**

RESOLVED: that the press and public be excluded during consideration of the items of business listed below as it was likely in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the press and public were present, there would be disclosure to them of exempt information.

**63 EXEMPT MINUTES OF THE EDUCATION PDS COMMITTEE
MEETING HELD ON 24TH NOVEMBER 2015**

The exempt minutes of the Education PDS meeting held on 24 November 2015 were agreed, and signed as a correct record.

The Meeting ended at 9.25 pm

Chairman

Report No.
ED 16019

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: EDUCATION POLICY DEVELOPMENT AND SCRUTINY COMMITTEE

Date: Tuesday 8 March 2016

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

Title: UPDATE ON YOUTH OFFENDING SERVICES IMPROVEMENT PLAN

Contact Officer: Eamon Brennan, Interim Head of Youth Offending Service
Tel: 020 8466 3080 E-mail: Eamon.Brennan2@bromley.gov.uk

Chief Officer: Director: Children's Services (ECHS)

Ward: (All Wards);

1. Reason for report

- 1.1 This report provides information to the Education PDS Committee on the progress of the Youth Offending Service (YOS) Improvement Plan.
-

2. RECOMMENDATION(S)

- 2.1 Members of the Education PDS Committee are invited to comment on the content of this report and the progress of the YOS Improvement Plan.

Corporate Policy

1. Policy Status: Existing Policy:
 2. BBB Priority: Children and Young People Excellent Council Safer Bromley Supporting Independence
-

Financial

1. Cost of proposal: Not Applicable:
 2. Ongoing costs: Not Applicable:
 3. Budget head/performance centre: Bromley Youth Support Programme
 4. Total current budget for this head: £960,560
 5. Source of funding: Youth Justice Board and Mainstream Funding
-

Staff

1. Number of staff (current and additional): 22.3
 2. If from existing staff resources, number of staff hours:
-

Legal

1. Legal Requirement: Statutory Requirement: Crime and Disorder Act 1998, Legal Aid, Sentencing and Punishment of Offenders Act 2012
 2. Call-in: Not Applicable:
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): All service users
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments: N/A

3. COMMENTARY

3.1 Background to YOS Improvement Plan

- 3.1.1 The Bromley Youth Offending Service (YOS) was subject to a Full Joint Inspection by HM Inspectorate of Probation (HMIP) in February 2015. The outcome of the inspection was disappointing with four out of five of six key judgements considered to be poor, 1 unsatisfactory and 1 satisfactory.
- 3.1.2 In response to the Inspection, the YOS, with the help of the Youth Justice Board (YJB), have developed an Improvement Plan (Appendix 1). The plan was presented to a Joint Education, Care Services and Public Protection and Safety PDS committee meeting on 22 July 2015. The Portfolio Holder for Education and Chair of the Education PDS asked for regular reports on the progress of the YOS Improvement Plan to be presented to Education PDS. The Improvement Plan has been updated and subsequently agreed by the YOS Management Board and the HMIP Lead Inspector.
- 3.1.3 The first progress report was presented to the Education PDS on 29 September 2015, the second on 24 November 2015, the third on 19 January 2016, this is the fourth report.
- 3.1.4 The updated Improvement plan shows that work has progressed on all planned actions with the exception of 7 (d) which has been delayed due to other work priorities including the planning and implementation of the IT upgrade. The service continues to work hard to introduce further improvements identified in the plan.
- 3.1.5 On 11 February 2016 members of the YOS Management Board attended the YOS Management Board Annual Conference Afternoon. The main aim of this event was for the Board to help shape the service's annual strategic plan for 2016/2017. The annual strategic plan will in time replace the YOS Improvement Plan as it outlines the priorities and ambitions for the YOS over the forthcoming year. The annual strategic plan 2016/2017 must be submitted to the Youth Justice board for approval. This is also a condition of the YOS continuing to receive the annual grant from the YJB.

3.2 Leadership and Partnership

- 3.2.1 Due to a reduction in the YJB grant during 2016/2017 and the need to meet the local savings target the Interim Head of the YOS has started a consultation process with all staff. As part of this process a consultation report which outlines the changes that are being recommended as part of the restructure of the service effective from April 2016 has been prepared. The Consultation Report will be released and disseminated to staff on 29 February 2016. Members of staff will be given an opportunity to respond during March 2016.
- 3.2.2 The reorganisation of the service is necessary to ensure that the team can continue to provide a seamless service to young people and their families following the changes it has been necessary to implement as a result of the reduction in grant funding. Part of this re-organisation has been the decision to end the NACRO contract to provide an Intensive Supervision and Surveillance (ISS) programme. This contract will end on 31 March 2016 after which the ISS programme will be provided in-house by YOS staff and managed by one of the Operational Managers. From April 2016 the YOS will no longer be funded to enable an in-house substance misuse worker nor a seconded CAMHs worker. The post of "Counsellor" is also ending. Instead from 1 April 2016 YOS staff that assess a young person as being in need of any of these services will refer the young person to the Bromley Well Being Service, or the Bromley Young People's Substance Misuse Service who will assess the particular needs of the young person and ensure an appropriate support service is provided. Similarly the current

post of parenting Worker will cease from the 1 April 2016 with all future referrals for parenting support being directed to the Bromley Children's Project.

- 3.2.3 As mentioned above the YOS Management Board held its first Annual Conference Afternoon on Thursday 11 February 2016. The purpose of this event which was well attended by stakeholders was to set the teams priorities for the forthcoming year. The event which was chaired by the Chief Executive, who is the Chair of the Management Board, was very successful with stakeholders working closely with YOS managers to agree priorities and plan the targets for the coming year. Discussions at this event which will be continued at the monthly management Board will contribute to the writing of the annual strategic plan for 2016/17 required by the Youth Justice Board.
- 3.2.4 The restructuring of the staff team at the YOS will result in permanent posts for an Operational Manager and qualified practitioners being advertised. Successful appointments to these posts will further reduce the number of interim staff employed at the YOS.
- 3.2.5 To support the development of an experienced service it has been agreed that the service will support case managers to undertake the Youth Justice Board's 'Effective Practice' certificate. This course aims to develop the assessment, report writing and casework skills of participants allowing them to take on more demanding cases and increasing the capacity of the YOS. This will be achieved over two intake periods. The first intake period is March 2016 and three case managers have registered for this course. A second intake period will start autumn 2016.
- 3.2.6 The service is in the initial phases of planning the implementation of Asset Plus, which is the national assessment tool used by Youth Offending Services. The Deputy Head of service, Crime Analyst and Business Development Manager have met with colleagues from the YJB, IT staff in Bromley and staff from the supplier of the YOS Database to begin the planning for the roll out of the new system of assessment of young offenders. There will be training provided for all case managers and in house support provided by two "Train the trainers" managers in the YOS. The new Asset Plus system is scheduled to be installed into Bromley in June of 2016.

3.3 Quality, Assessment and Planning

- 3.3.1 The YOS Management team undertook quality assurance training on 27 January 2016.
- 3.3.2 The team undertook a thematic audit in December 2015 using police intelligence on young people known to the service who were at risk of being involved with transporting drugs across county lines. The audit looked at 4 cases and found that Assets are being completed within National Standards timescales. The majority of Assets have been judged to be 'good'. The quality of active engagement work being carried out with young people and parents/carers to inform the initial assessment was either good or outstanding. Partnership working on safeguarding and promoting the wellbeing of the young person was judged to be 'good' in all cases where this was relevant. The quality of the Intervention Plan for the majority of cases was either 'satisfactory' or 'good'. RMP/VMP was judged to be 'good' in all cases where a plan was present.
- 3.3.3 The team also undertook 10 case audits of Pre Court work in December 2015 and the following was concluded:
- i) Assessment - 80% of cases met the standards required (an increase compared with the previous month).
 - ii) Planning - 30% of cases met the standards required (a reduction compared with the previous month).

iii) Interventions - 70% of cases met the standards required (a reduction compared with the previous month).

A smaller number of cases were audited compared to the previous month so results are not directly comparable.

3.3.4 The audit tools being used by the team have been revised and updated so that more detailed analysis can be obtained from the monthly quality assurance exercises.

3.3.5 Case Managers also undertook in house restorative justice training at the beginning of February 2016.

3.4 The Voice of the Young Person and other service users

3.4.1 The service has produced its first Reparation newsletter which has been circulated to all YOS staff to disseminate to parents/carers. This newsletter will be produced quarterly and is used by the team to parents/carers about what is happening in the department.

3.4.2 The service has identified two young people who would be interested in being a member of the youth council. Both have attended the induction evening and the first youth council meeting will take place on 3 March 2016.

3.4.3 The department has exceeded the number of completed surveys by young people that were required by HMIP.

4. FINANCIAL IMPLICATIONS

4.1 The YOS Head of Service and Business Development Manager are currently reviewing the recommendations made following the internal financial audit.

5. LEGAL IMPLICATIONS

5.1 HMIP have a statutory duty to inspect YOS and it is also required to make its report available to the public.

6. PERSONNEL IMPLICATIONS

6.1 Any personal implications arising from the improvement plan to address the issues raised by the inspection will be presented to the Portfolio Holder as appropriate.

Non-Applicable Sections:	Policy Implications
Background Documents: (Access via Contact Officer)	[Title of document and date]

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RECOMMENDATIONS	ACTIONS	OUTCOME OF ACTIONS	LEAD	TIMESCALE	RAG/PROGRESS	
(1) LEADERSHIP & PARTNERSHIPS Ensure there is effective governance, partnership and management arrangements are in place. The governance arrangements will ensure that the YOS meets local and national criminal justice targets and objectives, and maintain good quality services.	a	Create a single Strategic YOS Management Board, with Senior agency representation	YOS to be given clear strategic direction.	Acting Chair of the Management Board (Kay Weiss - Assistant Director Safeguarding and Children's Social Care)	Commence: May 2015 Complete: July 2015	YOS Board membership has been reviewed and includes senior agency representation. Doug Patterson appointed Chair of Board Borough Commander Chris Hafford (Deputy Chair). Meetings take place once a month.
	b	Undertake a <u>GAP analysis</u> of the management Board in line with "Modern youth offending partnerships (YJB 2013) and Partners in crime? Findings from inspections on youth offending team partnerships (HM Inspectorate of Probation 2014).	Clear analysis identifying key areas of risk.	Eamon Brennan - Head of Service Acting Chair of the Management Board (Kay Weiss)	Commence: June 2015 Complete: July 2015 Review: June 2016	Gap Analysis presented to YOS Management Board and signed off 14 July 2015. Review of Gap Analysis to commence June 2016.
	c	Create a training plan in conjunction with the YJB, to enable the new Board to have a collective understanding of their roles and responsibility.	Clarification over YOS Board member's roles and shared responsibilities.	Eamon Brennan - Head of Service Richard Vaughan - Youth Justice Board	Commence: September 2015 Complete: December 2015 Review: Yearly	YJB Management Board Training undertaken Monday 14 September for Board Members and Tuesday 15 September 2015 for Designated Managers from each agency. Annual Board Conference arranged for February 2016 to discuss Annual YJB Strategic Plan 2016/17. Annual review of training scheduled to be carried out September 2016
	d	Develop a relevant data report in a clear format for the board and YOS Management Team to scrutinise monitor or support performance standards.	Standardisation of data analysis across the YOS to inform decision making and effective challenge.	Eamon Brennan - Head of Service Mirelle Lloyd-Taylor – Deputy Head of Service Pratheepan Jeyapragasam - Crime Analyst Tracey Rogers - Business Development Manager	Commence: July 2015 Complete: August 2015 Review: Quarterly	Business Development Manager and Crime Analyst met with a London YOS to benchmark 'good practice'. Recommendations discussed at YOS Management Board 11 August 2015. LBB data cleaning exercise 'Stat Monday' commenced September 2015 and still ongoing. YOS Performance report includes national and local targets and is reviewed monthly by the YOS Management Board.
	e	Explore and initiate joint strategic partnerships to meet local and national criminal justice targets and objectives and provide good outcomes for children and young people in or at the margins of the criminal justice system.	Whole system approach established to meet the Youth Justice agenda.	YOS Management Board	Commence: September 2015 Complete: November 2015 Review: Quarterly	Youth Justice to remain a standing item on partner agencies strategic Boards and feedback at YOS Management Board Explore integrated targets and Youth Justice Plan. Review and update joint agency protocols to ensure that they are fit for purpose. Annual Board Conference arranged for February 2016 to discuss Annual YJB Strategic Plan 2016/17.
	f	Review the existing YOS Departmental structure to ensure that it is fit for purpose.	Reviewed structure to ensure all YOS core business is adequately staffed and resourced to meet the needs of the service.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)/Kay Weiss/ Youth Justice Board/ Antoinette Thorne	Commence: August 2015 Completion: September 2015	The team was subject to an internal reorganisation to support supervision and caseloads November 2015. The team will undergo a further restructure to take effect from 1 April 2016 subject to agreement by YOS Management Board.

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(2) QUALITY Increase the likelihood of successful outcomes by undertaking good quality assessment and planning, deliver appropriate interventions and demonstrate both positive leadership and effective management.	a	Develop and implement robust Performance Management Framework to improve quality of assessments and planning across the service. Reintroduce the locally agreed quality assurance audit informed by "infopath" to facilitate improvement.	Quality reports and interventions in place.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)/ Youth Justice Board	Commence: January 2016 Complete: February 2016 Review: Quarterly	YJB training of QA tools delivered to YOS Management Team on 21 August 2015 and 26 January 2016. Audits commenced September 2015 (Statutory) and November 2015 (Pre Court), analysis presented to YOS Management Board every month. Continuous Professional Development completed November 2015, Performance Management Framework to be drafted.
	b	Case files to be (dip sampled) scrutinised by the management team and supervisors during supervision in line with the policy and that this analysis is robust. Managers should record this on CVYJ as a file check.	Quality reports and interventions in place.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: July 2015 Complete: Ongoing Review: Monthly	Dip sampling of case file audits are taking place. Supervision Policy has been updated and disseminated to staff.
	c	Draft and develop comprehensive Workforce Development Policy to support staff in the delivery of their role.	Fully trained workforce competent in their roles and able to address pertinent youth justice issues.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)/ Youth Justice Board	Commence: July 2015 Complete: Ongoing Review: Quarterly	PAD's undertaken by management and disseminated to staff. Reviewed Supervision Policy has been updated and disseminated to staff. Workforce Development Strategy has been developed in conjunction with Corporate Workforce Development Team. Individual training issues to be identified and addressed through QA exercise. Refresher training/training provided on the child's journey.
	d	Develop and embed, QA sessions of Assets and Intervention plans undertaken. Staff will attend and convey learning and reasons for interventions to facilitate active participation in the QA process.	Quality reports and interventions in place.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)/ Youth Justice Board	Commence: July 2015 Complete: Ongoing Review: Quarterly	QA Audit tools reviewed and updated. QA training with YOS Management undertaken 21 August 2015 and 27 January 2016. QA audits commenced September 2015 (Statutory) and November (Pre Court). Feedback discussed at Improvement Board and Management Board's.
	e	Managers to meet and train prior to implementation to ensure a consistent approach.	Consistently of QA across the management team.	Youth Justice Board	Commence: September 2015 Complete: September 2015 Review: Six monthly	
	f	Children's Social Care Quality Assurance Team to undertake an audit of YOS files to check that appropriate referrals are being made.	Appropriate referrals made to Social Care	Anita Gibbons – Head of Quality Assurance and Principal Social Worker/Teresa Doherty - Group Manager Quality Assurance Child Protection	Commence: May 2015 Complete: Ongoing Review: Six monthly	Audit of cases undertaken by Children's Social Care Quality Assurance Unit August 2015. CP Surgeries being held at the YOS once a month.
	g	All Case Managers to ensure young people undertake screening by specialist worker so that appropriate referrals are being made.	Young people receive appropriate interventions based on need.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)/CSC	Commence: August 2015 Complete: Ongoing Review: Quarterly	Amendments to screening process implemented December 2015 to ensure appropriate referrals are made to specialist services.
	h	Early help services target those children and young people who are already offending and work with the YOS to prevent offending	Young people will Step down into BYSP service provision and support.	Eamon Brennan - Head of Service	Commence: August 2015 Ongoing	"Step down" referrals from YOS to BYSP will help target young people who need additional support but do not meet the YOS threshold. NFA young people to be referred to BYSP. BCP to

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		behaviour becoming entrenched.	Young people will have a range of activities to pursue constructive use of leisure time. Young people will have an understanding of the criminal justice system. BYSP staff trained in restorative justice approaches.	Linda King – Group Manager Youth Support Services		commence parenting service April 2016 and to provide early parenting support for families known to YOS subject to agreement between YOS Head of Service and Early Intervention Head of Service.
	i	Mock inspection and report by YJB	YOS service to receive robust challenge to improvements that have been put in place.	Youth Justice Board	Commence: March 2016 Complete: March 2016	Mock Inspection will be taking place 21 – 23 March 2016.

(3) ASSESSMENTS AND PLANNING Good quality assessments and planning with the delivery of appropriate interventions, and positive leadership, effective management and partnership work which reduces the risk of harm to others.	a	Evidence of involvement of Social care/ Police/ Probation/Health/ Education/Housing as appropriate to inform assessment and ensure a relevant plan is in place to identify appropriate anticipated outcomes.	All partners' information and intelligence is included and used to inform assessments.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)/ Youth Justice Board	Commence: September 2015 Complete: Ongoing Review: Monthly	QA Audit tool reviewed and updated. YOS Management Team undertaken QA training 21 August 2015 and 27 January 2016. QA audits commenced September 2015 (Statutory) and November 2015 (Pre Court). Staff attendance at YJB Assessment training on 25 June 2015 to demonstrate what is a "Good". APIS training. Staff undertook training Oct 2015 delivered by Wardell Associates i) ASSET and Intervention Planning, ii) Assessing and Managing Risk and Vulnerability and iii) Report Writing.
	b	Refresher training in RoH and vulnerability. Staff to evidence learning and feedback in supervision sessions.	All staff will understand risk of harm and vulnerability issues that relate to young people who offend.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: December 2015 Complete: December 2015 Review: Yearly	Staff undertook training Oct 2015 delivered by Wardell Associates i) ASSET and Intervention Planning, ii) Assessing and Managing Risk and Vulnerability and iii) Report Writing. Review RoH and VMP panel arrangements.
	c	The management team will observe the supervision sessions with young people, in order to inform overall practice and feedback (recorded) is given to staff at the next supervision session, as reflective practice.	To ensure consistent approaches to interventions to young people.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: September 2015 Complete: Ongoing Review: Quarterly	Supervision Policy has been updated and circulated Jan 2016. The YOS Management team have undertaken observation sessions and this is reflected in supervision notes.
	d	Safeguarding refresher; and signs of safety training CSC threshold and referrals which is outcomes focussed and enables staff to understand the processes adopted by CSC.	All staff understand safeguarding issues relating to young people.	Anita Gibbons - Head of Quality Assurance and Principal Social Worker / Eamon Brennan - Head of Service	Commence: September 2015 Complete: December 2015 Review: Ongoing	Members of staff attended 'Making Research Count' training 10 September 2015. All staff will be attending 'Signs of Safety' and 'Prevent' training which is being rolled out across Children's Social Care in January and February 2016.

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	e	Establish a focus group to discuss thresholds with YOS and CSC staff to create an understanding of relevant legislation.	YOS and CSC staff will have a clear understanding of thresholds and actions.	Eamon Brennan - Head of Service Anita Gibbons - Head of Quality Improvement and Principal Social Worker	Commence: January 2016 Complete: Ongoing Review: Six monthly	Head of YOS met with Head of Quality Improvement and Principal Social Worker to discuss how to progress action 25 Feb 2015. Quarterly lunchtime briefings will be organised.
	f	Joint induction between YOS and CSC	Improve communication links between teams. Streamline partnership working arrangements with CSC.	Eamon Brennan Anita Gibbons - Head of Quality Assurance and Principal Social Worker	Ongoing	Arrangements have been put in place so that YOS new starters receive induction with CSC Officers and CSC new starters contact Business Support to arrange induction with YOS.
	g	Arrange for Tackling Troubled Families to attend YOS team meeting.	Improve communication links between teams. Streamline partnership working arrangements with CSC.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Ongoing Review: June 2015	Member of TTF attended YOS Team meeting. BCP Surgeries established June 2015 and continue to be held every two weeks.
	h	Review the variety, quality and quantity of ETE provision for all young people on the YOS caseload.	Increased variety of ETE provision for young people on the YOS caseload.	Chair of the Management Board Eamon Brennan - Head of Service Jane Bailey – Director of Education	Commence: October 2015 Complete: March 2016	Head of Service and Deputy Head of Service have met with the Director of Education to discuss this and are currently investigating how this can be addressed. Issue discussed at YOS Management Board Conference Afternoon 11 Feb 2016.

(4) Good quality assessment and planning with the delivery of appropriate interventions, planning and positive leadership, effective management and partnership which reduces the risk of harm; vulnerability and effective contribution to multi-agency child protection arrangements.	a	All practitioners to participate in training/refresher training on assessment; production and review of risk management plans. Staff will convey learning and feedback (recorded) at the next supervision.	Quality plans are completed.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife) /Youth Justice Board	Commence: September 2015 Complete: December 2015 Review: Yearly	Induction Checklist – all new Case Managers are fully supported and trained in their role. Staff attendance at i) ASSET and Intervention Planning, ii) Assessing and Managing Risk and Vulnerability and iii) Report Writing training sessions delivered by Wardell Associates – October 2015.
	b	All practitioners to participate in training/refresher training on assessment; production and review of vulnerability plans. Staff will convey learning and feedback (recorded) at the next supervision session.	Quality plans are completed.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife) /Youth Justice Board	Commence: September 2015 Completion: December 2015 Review: Yearly	
	c	Review and produce clear materials /guidelines for ensuring victim safety is a key priority in all assessments, planning and in service delivery.	The community is protected from harm through quality interventions.	Eamon Brennan - Head of Service	Commence: October 2015 Completion: November 2015 Review: October 2016	

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	d	Ensure all partner information is recorded on CVYJ and that appropriate actions are taken based upon the information.	Accurate information in place to produce person centred interventions.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: September 2015 Completion: Ongoing Review: Quarterly	QA audits commenced September (Statutory) and November 2015 (Pre Court). Benchmark analysis available following October case audit. BSCB escalation procedure disseminated to team. Protocol for partner agencies reviewed and updated.
	e	Ensure that there is 100% compliance in connectivity by reducing the number of "missing" docs2 notification to zero.	Information is sent to the secure estate for all young people receiving a remand or custodial sentence.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)/ Pratheepan Jeyapragasam	Commence: July 2015 Completion: Ongoing	There has been 100% compliance over the last quarter (September – December 2015).
	f	Ensure that assessments are informed by data sourced from a range of agencies.	Quality reports in place.	Eamon Brennan - Head of Service	Commence: September 2015 Completion: Ongoing Review: Quarterly	QA audits commenced September 2015 (Statutory) and November 2015 (Pre Court). Monthly analysis reported to YOS Management Board and YOs Team meeting.
	g	Review and implement a SLA with CSC and deliver mixed briefings or information disseminated to staff re: content and implications for each team.	Joint work will be undertaken by both agencies to reduce the likelihood of re-offending.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: September 2015 Completion: September 2015 Review: September 2016	Joint protocol reviewed and updated December 2015.

5) REDUCING REOFFENDING Ensure that the work with children and young people reduces reoffending and contain a broad range of evaluated interventions. These interventions will account for individual needs and abilities, be SMART and take into consideration partner interventions, these interventions will be monitored to ensure effectiveness.	a	Ensure all young people are screened to ensure that interventions take account of their individual learning styles. The outcome needs to be that high quality interventions address risk of re-offending and are tailored to the needs of each young person are being delivered in all cases.	Good quality person centred interventions are delivered.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: August 2015 Completion: Ongoing Review: Quarterly	Amendments to screening process implemented December 2015 to ensure appropriate referrals are made to specialist services. Updated learning styles questionnaire has been introduced for the first contact meeting for all young people from January 2016.
	b	All cases that are QA'ed will have interventions appropriate to the ASSET assessment. Learning from audits to be feedback to staff.	Quality assets and intervention plans in place.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: September 2015 Completion: Ongoing Review: Quarterly	QA audits commenced September 2015 (Statutory) and November 2015 (Pre Court). Monthly analysis reported to YOS Management Board and YOS Team meeting.
	c	Explore and initiate joint operational partnerships to meet local and national criminal justice targets and objectives and provide good outcomes for children and young people in or at the margins of the criminal justice system.	Whole system approach established to meet the Youth Justice agenda.	Eamon Brennan - Head of Service	Commence: November 2015 Completion: January 2016 Review: Quarterly	Youth Justice a standing item on partner strategic Boards Diarised meeting dates. Explore integrated targets. Establish Satellite reporting hubs in Penge & Orpington.

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	d	Use QA process to evidence that members of staff can access and use a variety of resources to create SMART plans.	Good quality plans are in place.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: September 2015 Completion: Ongoing Review: Quarterly	QA audits commenced September 2015 (Statutory) and November 2015 (Pre Court). Monthly analysis reported to YOS Management Board and YOS Team meeting.
	e	Staff to be trained in the usage of "ASSETplus" and good intervention plans.	All staff will understand and complete good quality end to end assessments.	Mirelle Lloyd-Taylor / Youth Justice Board	Commence: June 2016 Completion: Ongoing	Initial Planning meeting held with YJB 28 Jan 2016. Deputy Head of Service, Operational Manager and Senior Practitioner to lead on Assetplus training for staff. <u>Provisional dates</u> - Train the trainer to take place April 2016. Test install date 31 March 2016 and 'go live' date 8 June 2016.
	f	Undertake a review of the interventions being delivered by the service by establishing a multi-agency task and finish group to review interventions for all young people on the re-offending cohort.	Identify effectiveness of current support being provided and make recommendations where improvements can be made. Reduce the number of children and young people who reoffend.	Eamon Brennan/YOS Staff/ TTF/CSC/Education/MPS/ YPS	Commence: November 2015 Completion: Ongoing Review: Quarterly	Review of Interventions is being completed. Report to be presented to YOS Management Board March 2016.

(6) CHILDREN LOOKED AFTER Offending and reoffending is reduced amongst the looked after children population of Bromley.	a	Establish a YOS SPOC (manager and practitioner) to co-ordinate services to reduce offending by looked after children (ROLAC).	A clear strategy is developed to reduce offending and divert CLA young people from the youth justice system.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)/Anita Gibbons/ Teresa Doherty/Wendy Kimberley – Group Manager Quality Assurance Looked After Children	Commence: October 2015 Completion: October 2015 Review: October 2016	CSC Social Worker "secondee" commenced employment with service August 2015 and appointed to role October 2015.
	b	Monitor the number of CLA, LBB & other on the YOS caseload by offence type and outcomes. Benchmark against comparator areas.	A clear strategy is developed to reduce offending and divert CLA young people from the youth justice system.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: August 2015 Completion: Ongoing Review: Quarterly	All members of staff attended Childview training workshops September 2015. LBB data cleaning exercise 'Stat Monday' commenced September 2015. YOS Performance report updated and presented monthly to the YOS Management Board.
	c	Ensuring CSC are notified when a CLA is appearing in court and are accompanied by their allocated social worker. Where this is not possible; the court worker will have access to the young person's history; care plans; placement information and support packages to comply with any subsequent order.	All information is available to courts to aid sentencing.	Eamon Brennan - Head of Service Anita Gibbons - Head of Quality Assurance and Principal Social Worker Ian Leadbetter – Head of Care and Resources	Commence: June 2015 Completion: Ongoing	The Joint protocol between CSC and YOS has been reviewed and updated December 2015. The YOS SPOC provides a regular point of contact and liaison with CSC about CLA. CSC S/W are encouraged to attend court.

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	d	Offer restorative training to private children residential care homes and LBB's Foster carers on restorative justice principles to respond to minor infractions and offending.	A reduction of CLA young people entering or re-entering the criminal justice system.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife) /Anita Gibbons/ Ian Leadbetter	Commence: October 2015 Completion: Review:	RJ training is being offered to Foster Carers for April 2016 and will be included in the Foster Carer Training Schedule based on demand.
	e	Review and update the protocol between LBB; NPS; YOS and children's residential home providers. Meet with the partners to clearly set out what are the expectations of dealing with in-house incidents and when it is appropriate to call the Police.	A reduction of CLA young people entering or re-entering the criminal justice system	Eamon Brennan - Head of Service/ Youth Justice Board /CPS/MPS/Courts/CSC	Commence: October 2015 Completion: October 2015 Review: October 2016	YOS and CSC have discussed this issue and are making enquiries into how the service can offer effective RJ training to residential home providers.
	f	Ensure that there are effective mechanisms in place for consulting with and involving the Living in care council about CLA offending and what would make a difference.	The voice of the child is reflected in YOS business.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)/Anita Gibbons/ Ian Leadbetter – Head of Care and Resources/ Susan Philips – Head of Safeguarding and Care Planning / Melissa Bob-Amara – Active Involvement Officer	Commence: October 2015 Completion: November 2015 Review: October 2016	Joint protocol with CSC reviewed and updated December 2015. Head of Service presented briefing to Corporate Parenting Meeting November 2015. YOS SPOC will be attending regular LINCC meetings.
	g	Attendance by YOS and CSC staff at meetings i.e. Child Protection Conferences/Strategy Meetings/Professional Meetings/Children in Need Meetings/Child Care Reviews/Remand Reviews/Initial Sentence Planning Meetings/Risk Management Panel Meetings/Safeguarding Meetings.	All information is sourced to provide quality person centred intervention.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)/CSC	Commence: July 2015 Completion: Ongoing Review: Ongoing	Joint protocol with CSC has been updated and disseminated to staff Jan 2016. IRO's and Conference chairs invited to attend YOS meetings.
	h	Ensure CLA placed beyond LBB's borders receive the same level of support and services as other young people and this is embedded in practice.	Consistent approach to CLA young people is administered.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: October 2015 Completion: Ongoing Review: October 2016	ROLAC established and attending CLA reviews. Joint protocol with CSC reviewed and updated December 2015.
(7) THE VOICE OF THE YOUNG PERSON Ensure that the Voice of the young person is	a	Undertake a review of service user engagement currently being received into the YOS.	Children and young people, parents/carers should have the opportunity to describe things from their point of view and be continually involved in decision	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: September 2015 Completion: March 2016 Review: Ongoing	YOS Service User Feedback is requested from young people. First feedback report received November 2015. The service has exceeded HMIP target to complete 27 surveys by children and young people February 2016. The parenting Working Together Agreement has been included with the intake documents being

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recorded and listened to in line with the UN Convention on the rights of the child and the Children's Acts which require LBB to ascertain the "wishes and feelings" of children.			making.			offered to children and young people.
	b	Improve the level of engagement from service users (children and young people, parents and carers) with the service to inform decision making.	The voice of the child is heard and there is evidence that feedback received has influenced the decisions that YOS practitioners have made.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: July 2015 Completion: Ongoing Review: Ongoing	HOS briefing (July 15). Staff attended YJB training to demonstrate a "Good" plan. QA of case files to evidence areas of good practice. Monthly feedback from young people is being collated using Service User Feedback forms. Young people's views collated via HMIP Survey.
	c	Where appropriate recordings and reports indicate "Voice of the child/young person". This will include demeanour; non-verbal communication; or responses to parent/carers.	The voice of the child is heard and reflected in interventions.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: July 2015 Completion: Ongoing Review: Ongoing	Staff attended training to demonstrate what is a "Good" plan. QA of case files to evidence areas of good practice. A representative from speech and language service provided training for members of staff 7 December 2015 to explain the provision that is available. Monthly speech and language surgeries offered to case managers commencing April 2016.
	d	Create a service user forum for current and former young people to enable the service to consult effectively.	The voice of the child is heard and can be reflected in interventions being delivered.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife)	Commence: January 2016 Completion: Quarterly Review: January 2017	Children and young people will be invited to attend group feedback sessions to inform effectiveness of interventions being offered and consult where improvements can be made on the delivery of support offered.

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Glossary of Terms

ASSET	The ASSET is a structured assessment tool used by Youth Offending Teams (Yots) in England and Wales on all young offenders who come into contact with the criminal justice system ¹ .
ASSETplus	ASSETplus is the new assessment and planning framework for the youth justice system, it will be replacing the existing ASSET system.
CLA - Children Looked After	A child is looked after by a local authority if he or she has been provided with accommodation for a continuous period of more than 24 hours, in the circumstances set out in sections 20 and 21 of the Children Act 1989, or is placed in the care of a local authority by virtue of an order made under part IV of the Act.
CSC - Children's Social Care	The Children's Social Care Division works to safeguard and promote the welfare of children and young people within the borough as well as providing support and help to children in care to help them have the best possible start in life.
CVYJ - Child View Youth Justice	Child View is the recording system used to support the team.
ETE - Education, Training, Employment	Is support offered to young people to ensure they can access appropriate education, training or employment provision.
FTE - First Time Entrants	An offender who has received their first caution or conviction 1 for an offence recorded by a police force in England or Wales or by the British Transport Police.
HMIP - HM Inspectorate of Probation	Is the independent Inspectorate funded by the Ministry of Justice responsible for assessing the work undertaken by the YOS.
infopath	Is the Microsoft software application which is used to support a YJB recommended audit tool.
Intervention level	This refers to the level of involvement provided by the YOS to the young person. The three levels start with 'standard', then 'enhanced' and the highest level of intervention is 'Intensive'.
Intervention Plan	This is the plan which should be completed with the young person identifying key objectives and tasks that must be completed in order to address the factors identified following the completion of the ASSET.
NPS – National Probation Service	This is a statutory criminal justice service that supervises high-risk offenders released into the community.
OOCD - Out of Court Disposals	This will be considered when a young person has committed a less serious, or possible first time offence rather than receiving a prosecution in court.
RoH - Risk of Harm	This is an area within the
ROLAC - Responsible Officer Looked After Children	Named officer responsible for co-ordinating all communication for Children Looked After.
SLA - Service Level Agreement	The agreement between the YOS and partner agencies which sets out roles and responsibilities.
SPOC - Single Point of Contact	Named officer responsible for co-ordinating all communication for a cohort of young people.
YOS - Youth Offending Service	The Youth Offending Service is a statutory service created by the Crime and Disorder Act 1998. The service's main responsibility is to help young offenders face the consequences of their offending, help them to develop a sense of personal responsibility, and work with young people to tackle the particular factors (e.g. personal, family, educational, or health) that put them at risk of offending.
YJB - Youth Justice Board	Is the organisation within England and Wales that is responsible for: <ul style="list-style-type: none"> • overseeing youth justice services • the placing of children and young people remanded or sentenced to custody • advising the Secretary of State for Justice on the operation of, and standards for, the youth justice system • providing a 'secure estate' for children and young people, with young offender institutions, secure training centres and secure children's homes • making grants to local authorities or other bodies for the development of plans that support our targets • commissioning and publishing research on preventing youth offending

¹ yjbpublications.justice.gov.uk/en-gb/Resources/Downloads/Asset.pdf

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Report No.
ED16020

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: Executive

Date: For Pre-Decision Scrutiny by the Education Policy Development and Scrutiny Committee on Tuesday 8 March 2016

Decision Type: Non-Urgent Executive Key Non-Key

Title: SEND REFORMS - DRAW DOWN AND CARRY FORWARD OF GRANT FUNDING(NEW BURDENS) TO SUPPORT THE LOCAL AUTHORITY IN IMPLEMENTING THE SPECIAL EDUCATIONAL NEEDS REFORMS

Contact Officer: Mary Cava, SEN Implementation Manager
Tel: 020 8461 7633 E-mail: Mary.Cava@bromley.gov.uk

Chief Officer: Director: Education (ECHS)

Ward: (All Wards);

1. Reason for report

1.1 This report is seeking approval for the following:-

- (a) **SEN Implementation (New Burdens) Grant 2015/16** - carry forward of underspend of £80k and the £28k which was kept in contingency (£108k in total)
- (b) **London SEND Regional Lead Grant 2015/16** – carry forward of underspend of £15k from shared grant (with partner Enfield)
- (c) **SEN Implementation (New Burdens) Grant 2016/17** – draw down £180k from grant of £201k with remaining £21k to stay in contingency for draw down at a later date if required

2. RECOMMENDATION(S)

2.1 The Education PDS Committee Budget Sub Meeting is asked to note and consider the contents of this report

2.2 The Executive is asked to:

- (i) Consider the contents of the report
- (ii) Approve the carry forward and drawdown of £28k grant for 2015/16 to the 2016/17 budget as detailed in para 4.1.
- (iii) Approve the carry forward to 2016/17 of the underspends in 2015/16 of £80k and £15k as detailed in para 4.2.

- (iii) Approve the drawdown to the 2016/17 budget of part of SEN New Burdens Grant 2016/17 of £180k, with the remaining £21k to stay in contingency ring-fenced for drawdown at a later date if required as detailed in para 4.3.

Corporate Policy

1. Policy Status : Draft Education and Care Services Plan for 2016/17 and Government Directed.
 2. BBB Priority: Children and Young People: Enjoy learning and achieve their full potential; ensuring the health and wellbeing of children and young people, and their families. Ensure those pupils with SEN have good outcomes (Education Commitments 5, 6 & 15)
-

Financial

1. Cost of proposal: Estimated: £303k
 2. Ongoing costs: Non-Recurring Cost: One-off payment until March 2017
 3. Budget head/performance centre: SEN Reform Implementation (136034)
 4. Total current budget for this head: £484k (2015/16 grant funding)
 5. Source of funding: DfE grants;- SEND Implementation (New Burdens) 2nd year grant
-

Staff

1. Number of staff (current and additional):6 fte Additional Staff(short term contract)
 2. If from existing staff resources, number of staff hours:
-

Legal

1. Legal Requirement: Statutory Requirement: The Children and Families Act has received Royal Assent and became law from September 2014. There is a phased approach to delivering the transitions from Statements to EHC Plans.
 2. Call-in: Applicable
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): Estimated number of users/beneficiaries (current and projected): 1,341 children with a Statement of SEN.
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments:

3. COMMENTARY

- 3.1 This is the second year of a three year Government specified programme for the transition of statements into Education Health and Care Plans (EHCP). The challenge is to transfer all statements of SEN into Education Health and Care Plans where appropriate within a very tight statutory timeframes of 3 years.
- 3.2 Due to the grant resource available last year officers were able to review and transition 509 statements into EHC Plans.
- 3.3 There are currently 1,341 pupils with a Statement of SEN which will need to be reviewed and a plan written within the timeframe above. This involves work with the child, the parent/carer and all other professionals involved in ensuring the child's needs are identified and met appropriately within specific time frames. The grant will be used for the extra staff required to deliver these changes.
- 3.4 Further work will be carried out to ensure robust personal budgets policy and practice is in place to deliver the statutory changes in this area. Training of staff will ensure this work is understood and delivered in accordance with Bromley policy and government requirements.
- 3.5 Government has provided the New Burdens Grant to support local authorities in delivering these reforms. Staff will be increased in the SEN Operations Teams to co-ordinate the assessment and key workers will be put in place to ensure that the new SEND Code of Practice is adhered to. The statute requires Bromley Local Offer to be reviewed and updated this will be carried out during this period.
- 3.6 This grant will also being used to review the SEND Services and provisions within Bromley to ensure the services and provisions are "fit-for purpose" reflecting the new government requirements. This review will inform a five year strategy to deliver high quality, cost effective SEND services in line with the Council's vision and to ensure appropriate specialist place planning for pupils with complex SEND. This will enable the majority of needs to be met locally through high quality and cost effective provision and avoiding costly out of borough placements.
- 3.7 There is always a time lag with grant usage due to processes that need to be followed to drawdown grants and to employ skilled staff; thus an underspend has accrued. We have now appointed staff and require the funding to continue their employment.
- 3.8 Bromley has been a Pathfinder Champion for the last two years and this has benefited the local authority in accessing high quality training and innovative practice. A carry forward of £15k of this grant is required to continue to deliver the training programme.
- 3.9 At the time of writing (February 2016) there **are 1,341 children and young people with a Statement** of SEN maintained by LB Bromley. There are **509 EHC Plans** of which 470 were finalised in 2015. There are **141 transitions currently in process**.
- 3.10 **Prioritising the Phased Transfers:** Under Government direction further planned transfer is as follows:-

Target Groups for Transfer to EHC Plans September 2016- August 2017	497
Target Groups for Transfer to EHC Plans September 2017- August 2018	529

- 3.11 This grant will ensure the transition process meets government regulations

4. FINANCIAL IMPLICATIONS

- 4.1 At its meeting on 24th March 2015, Executive approved the drawdown of £148k of the non-ring-fenced £176k SEN Implementation (New Burdens) Grant 2015/16, with the £28k remainder to remain in the Council's Central Contingency for drawdown at a later date. It is now requested that this £28k be carried forward and drawn-down into the 2016/17 budget.
- 4.2 A second non-ring-fenced grant was received for 2015/16, the SEND Regional Lead Grant of £62k, which replaced the previous SEND Pathfinder Grant, and which was approved for drawdown by Executive on 14th October 2015. Due to the lateness in the grant announcement and the time required to recruit temporary skilled staff, there is a projected underspend of £15k on this grant in 2015/16, and £80k underspend on the SEN Implementation (New Burdens) Grant. It is requested that these underspends are carried forward to the 2016/17 budget.
- 4.3 Confirmation of further funding has recently been received, with the Council allocated £201k SEN Implementation (New Burdens) Grant 2016/17. It is requested that £180k of this is drawn-down to the 2016/17 budget, with the remaining £21k to remain in Central Contingency for drawdown at a later date if required. This will provide a total of £303k funding for 2016/17 as summarised below.

	£'000
SEN Implementation (New Burdens) Grant 2015/16 - in Central Contingency	28
SEN Implementation (New Burdens) Grant 2015/16 - underspend	80
SEND Regional Lead Grant underspend	15
SEN Implementation (New Burdens) Grant 2016/17	180
	<u>303</u>

- 4.4 This funding will be used to continue the extra capacity to deliver the transitions of statements to EHC plans or pupil resource agreements; review current SEND services and provisions; embed the new policies and practices; develop robust systems for recording and monitoring the EHC process, Personal Budgets and ensure the workforce has a clear understanding of policy and practice. A total of £32k will be provided to third parties, and £271k used to employ a total of 7 FTE temporary staff, as detailed in the table below.

Funded Element	Detail	2016/17 £'000
Implementation Manager & Temporary inclusion professionals across 0-25 (3 fte)	Implementation Manager & skilled professionals to implement changes, co-ordinate activity, re-organisation of SEN Services. Targeting of year groups requiring conversion	148
Additional temporary Assessment & Placement Officers (3 fte)	Transfer of statements to EHC	94
LBB Partners	Voluntary agencies – delivery of elements of the statutory requirements/co-production/involving young people/delivery of services	32
Extending Social Innovation Project (0.5 fte)	Development of new approach to proportionate methods of assessment for children and families as they enter the statutory system. Testing & delivering approaches that will be value for money and offer potential savings.	15
Regional Lead training (0.5 fte)	Training programme for Bromley and London Region (specified Programme guided by DfE)	14
Total		303

5. POLICY IMPLICATIONS

- 5.1 Existing policy to deliver high quality cost effective services. Education Services Plan 2016/17.
- 5.2 BBB Priority: Children and Young People: Enjoy learning and achieve their full potential. Ensure those pupils with SEN have good outcomes – (Education Commitments 5, 6 & 15)

6. LEGAL IMPLICATIONS

- 6.1 Legal Requirement: new statutory regulations (Children & Families Act September 2014) ensuring statutory compliance across Bromley and London.

PERSONNEL IMPLICATIONS

- 7.1 Number of staff; currently the equivalent of 7 full time equivalent members of staff to be employed on temporary contracts for a period of one year only.

Non-Applicable Sections:	None.
Background Documents: (Access via Contact Officer)	Phase 2:- Drawdown of government (new burdens) grant funding held in contingency to support the Local Authority in implementing the Special Education Needs Reforms – Executive 24 th March 2015 DfE Documentation: SEN & Disability Code of Practice 0-25, 2014

Report No.
Please obtain
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London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: EDUCATION POLICY DEVELOPMENT AND SCRUTINY COMMITTEE

Date: March 2016

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

Title: SCHOLS PERFORMANCE UPDATE

Contact Officer: Jane Bailey, Assistant Director: Education
Tel: 020 8313 4146 E-mail: jane.bailey@bromley.gov.uk

Chief Officer: Assistant Director: Education (ECHS)

Ward: (All Wards);

1. Reason for report

Members of the PDS Committee require regular updates with regard to school performance and the implementation of the local policy of Academy conversion

2. **RECOMMENDATION(S)**

For members of the Education Policy Development and Scrutiny Committee to note the contents of this report.

Corporate Policy

1. Policy Status: Existing Policy
 2. BBB Priority: Children and Young People: his report relates to schools and their role in supporting Bromley's children to attain and achieve to their potential.
-

Financial

1. Cost of proposal: Not Applicable:
 2. Ongoing costs: Recurring Cost:
 3. Budget head/performance centre: Education
 4. Total current budget for this head: £n/a
 5. Source of funding: DSG/RSG
-

Staff

1. Number of staff (current and additional):
 2. If from existing staff resources, number of staff hours: n/a
-

Legal

1. Legal Requirement: Statutory Requirement: The London Borough of Bromley has a statutory duty under sections 13, 13A and 14 of the Education Act 1996 which require local authorities to: ensure that their education functions are exercised with a view to promoting high standards ensuring fair access to opportunity for education and learning, and promote the fulfilment of learning potential (DfE (2014) *Clarification of local authority statutory duties relating to services relevant to the Education Services Grant*)
 2. Call-in: Not Applicable:
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): n/a
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments:

3. COMMENTARY

3.1 Improving school standards - Ofsted Outcomes

3.1.1 Since the January 2016 PDS report was published there has been a short inspection of Pratts Bottom Primary School, which retained its Good Outcome. There has been a monitoring visit of Grays Farm Primary School.

However there have been no inspections of the 5 Requires Improvement schools (3 Maintained and 2 Academy) or the 2 Inadequate Academy schools due inspection.

3.2 Academy Conversions

3.2.1 Burwood School and Burnt Ash Primary Schools converted on February 1st 2016. Other confirmed Primary phase school conversion dates are shown on the table below. If all conversions go ahead as planned then 82% of Bromley Primary Phase schools will have converted by the end of the 15-16 Academic Year (excludes special schools). This means there are 13 Primary phase schools with firm conversion dates and/or plans to be agreed.

	School	Sponsorship arrangements	Dat
1	Chelsfield	South Orpington Learning Alliance SOLA	1 April 2016
2	Darrick Wood Junior	SOLA.	1 April 2016
3	Pratts Bottom	SOLA	1 April 2016
4	The Highway	SOLA	1 April 2016
5	Dorset Road Infants	Spring Multi-Academy Trust (MAT)	1 July 2016
6	Clare House	Langley MAT	1 August 16

3.3 Support and challenge for schools of concern

3.3.1 School improvement challenge and support continues for the five RI Primary Phase Maintained schools. These are St. Anthony's, St. Paul's Cray, Churchfields, Redhill and Southborough.

4. POLICY IMPLICATIONS

4.1 LBB policy aims to ensuring all families have a choice of good and outstanding schools. We need to work with Academy Trust partners to enable this to happen.

Non-Applicable Sections:	Financial Implications Personnel implications Legal Implications
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Report No.
ED16007

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: EDUCATION POLICY DEVELOPMENT AND SCRUTINY COMMITTEE

Date: Tuesday 8 March 2016

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

Title: ELECTIVE HOME EDUCATION (INCLUDING CHILDREN'S SAFEGUARDING ISSUES AND MISSING CHILDREN)

Contact Officer: Jane Bailey, Director: Education
Tel: 020 8313 4146 E-mail: jane.bailey@bromley.gov.uk

Chief Officer: Director: Education (ECHS)

Ward: (All Wards);

1. Reason for report

1.1 This report provides contextual information regarding Elective Home Education and Children Missing Education including data appertaining to students within the Local Authority who fall within those categories.

2. **RECOMMENDATION(S)**

2.1 The Education PDS Committee is asked to note and comment on the information in this report

Corporate Policy

1. Policy Status: Existing Policy
 2. BBB Priority: Children and Young People
-

Financial

1. Cost of proposal: Not Applicable:
 2. Ongoing costs: Not Applicable:
 3. Budget head/performance centre: Education Welfare Service
 4. Total current budget for this head: FY 15-16 : £277,480 (121031) and Cr 38,580 (121333)
The above costings are based on Financial year as opposed to Academic year, which the body of report refers to. Normal generated income for an academic year via sold service is £133,640
 5. Source of funding: RSG
-

Staff

1. Number of staff (current and additional): Child Employment Officer @0.8FTE; Child Missing Education Officer@ 1FTE; Education Welfare Officers @5.4 FTE; Senior Education Welfare Officers @1.9FTE
 2. If from existing staff resources, number of staff hours:
-

Legal

1. Legal Requirement: Statutory Requirement The LA has a statutory duty to identify children that may be missing from education. The LA has a duty to safeguard children in Entertainment and Child Employment. This is undertaken by the issue of licences, where Child Performance Regulations and Children Young Person Act Apply The LA has a statutory duty to investigate cases where they believe an offence has been committed under S444 and 444 1 aA Education Act 1996. Instigate School Attendance Orders; Consider Education Supervision Orders and issue Penalty Notices.
 2. Call-in: Not Applicable:
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected):

	2012-2013	2013-2014	2014-2015
Referrals for Elective Home Education	115	111	179
Children Missing Education Referrals	105	124	199
Early Intervention/Attendance	403	684	792
Legal referrals from Academies			169
Penalty Notices Issued	66	105	337 of

Total			which 249 were for Holidays
Court Action	39	37	52

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments:

3. COMMENTARY

3.1 The Education Welfare Service discharges the Local Authority's statutory duties in relation to children missing education and holds parents to account for ensuring the regular attendance of their children at school.

3.2 Children Missing education (CME)

3.2.1 Children Missing Education is defined as all children of compulsory school age who are not on a school roll, nor being educated otherwise (elective home education) and who have been out of any educational provision for a substantial period of time.

3.2.2 Ofsted, when undertaking inspections of Local Authorities, have broadened the definition of CME to include those vulnerable young people who are:

- Attending alternative provision;
- Have been permanently excluded;
- In receipt of home tuition due to medical needs;
- Whose parents have declared elective home education;
- Are currently looked after by the Local Authority

3.2.3 There is an expectation that Local Authorities will have mechanisms to identify and monitor this cohort on a regular basis. Bromley has formed a multiagency panel called "Children Out of Mainstream Education" (COOME)

3.2.4 COOME Panel is made up of relevant senior officers from across The Council and meets every half term in order to discuss, plan and ensure actions occur for students identified as being in need of support.

3.2.5 The LA maintains a central database for this vulnerable group.

3.2.6 Bromley has a Children Missing Education Policy which has been cascaded to all schools and partner agencies.

3.2.7 Schools are expected to notify the Local Authority of any child that they intend to remove from their school roll prior to removal. Schools also pass on information on any child that has failed to attend school for 10 days and they have been unable to trace. They are able to do so using direct notification to Education Welfare via email or telephone and using Fronter. This is signposted on The Council website.

3.2.8 Partner agencies, health and voluntary organisations are able to refer to the LA any child they believe to be out of education.

3.2.9 There is one dedicated officer within The Education Welfare Service who receives CME referrals. On receipt of a referral the officer will undertake all relevant enquiries including making contact with the family and young person in order to support them to re-engage with education; liaising with supporting agencies as necessary.

3.2.10 Table 1 shows the number of referrals received as CME and outcomes. Table 2 details the 1 anonymised case that the LA was unable to trace and locate.

Table 1 Breakdown of Referral Outcomes Academic year 2014-2015

Number of referrals for Children Missing Education	199
Identified as being at a Bromley School	54
Identified as attending other LA Schools	48
Identified as being Electively Home Educated	6
In Borough	5
Out of Borough	1
Referred to In Year Admissions	8
Moved out of Borough – Location confirmed	38
Located and returned to school	8
Referrals to other LA	7
Moved overseas	21
New School identified	8
Unable to trace	1

Table 2 Data related to the 1 child that was unable to be located

Child T	<p>Referral from admissions who had received information via another LA, that Child T was believed to be in Bromley. Tenuous association with an In Year Application student, suggesting Child T was with family.</p> <ol style="list-style-type: none"> 1. Address (a private travellers site) of In Year Application Student visited 2. Confirmation that In Year Application Student had vacated site and returned to home authority 3. Enquiries made with remaining tenants on site and adjoining site with negative result. 4. Subsequent visit made – No additional tenants found 5. Referral made to home authority.
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3.3 School 2 School National Data Base

3.3.1 Families and young people who have not been traced are placed on a national database called S2S. This operates on 2 levels; firstly as a resource for schools to upload a Common Transfer File

(CTF) of students who have left. It will record what the proposed destination of the child was and conversely if the destination is unknown. Secondly, it is a useful resource for Local Authorities.

The LA permissions allow access to the school section as well as sending alerts to all or specific LAs requesting they check databases held by them in order to trace and locate children deemed as missing. The LA checks this database on a regular basis as a safety measure, taking note of children that have been removed from roll, where schools have not previously notified the LA and undertaking enquiries as is necessary to discharge the LA's duty.

3.3.2 A case study detailing use of the S2S system

Child JS	<p>Referral received from B Primary School as child had failed to return to school. Parent had notified school they were moving to another authority however refused to give details</p> <p>Steps taken by CME Officer</p> <ol style="list-style-type: none"> 1. Telephone call to parent who stated that as yet they had not applied for new school given it the Easter Holidays and Schools had been closed. Disclosed that she had moved to another authority and terminated call. 2. Officer telephoned parent 1 week later. Parent became hostile citing harassment by LA. Offer of assistance given in order to speed up and support application. Details of new address declined. Call terminated by parent 3. Council Tax checks undertaken. Family in arrears. No forwarding address. Established Housing Stock 4. Housing Association contacted. Forwarding address obtained. Address allegedly in a third authority. 5. CME Officer in third authority contacted – address given is false 6. Home visit to last known address with Caretaker. Locks had been changed by tenant – forced entry by Housing association made. No information regarding possible new address available. Enquiries with neighbours negative 7. Circulated on S2S 8. Through S2S, confirmation that application had been made to a school in Kent 9. Confirmed with School that child had been seen and started.
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3.4 Elective Home Education (EHE)

3.4.1 S.7 of The Education Act 1996 stipulates that parents of children who are of compulsory school age shall cause them to receive efficient full time education by regular attendance at school or otherwise. The “or otherwise” refers to elective home education.

3.4.2 The Legal background supporting EHE is reflected in the DfE guidance of 2007, although this remains open to interpretation. However it should be noted that the guidance is very clear that the LA and schools should not prevent or deter parents who have decided to “Electively Home Educate”. This is supported in part by the Pupil Registration Regulations. It stipulates that schools MUST

remove from their school roll any student whose parent has written in advising / notifying them that they will be home educated.

3.4.3 In conjunction with Admissions there is a clear process for students who wish to return to mainstream education, including the Fair Access Protocol for all students.

3.4.4 It is recognised that Elective Home Education, although very successful in some cases, does not allow children to access all the services and support that schools offer. . Bromley Education Services and Children's Social Care recognise this and work in partnership where there are concerns about the safety of a child.

3.4.5 On receipt of notification of a student whose parent has declared EHE, the Children Missing Education Officer will undertake checks with Children's Social Care prior to an initial home visit. The purpose of the visit is to establish that the family are fully aware of what they have undertaken and to ensure that no coercion from the mainstream school has occurred. If unmet needs of the child are identified during the visit the family are offered the opportunity of a CAF- Common Assessment Framework.

3.4.6 All EHE cases are then handed over to the Education Advisor via a multi-agency forum that meets on a fortnightly basis. This forum is made up of representatives from Health, Children's Social Services, Police and Education Services. This enables partner agencies to share information held on the family in order to provide a holistic overview of the child and any possible safeguarding concerns.

3.4.7 The LA is charged with a duty to ensure that the education provision will enable the child to develop the skills required to participate fully in contemporary society, as well as ensuring that general safeguarding requirements are met. This is achieved by reviewing the provision available, most frequently via a visit from the Education Advisor. This normally occurs within 10 weeks following the visit from the CME Officer. If the visit should be deemed satisfactory, a further visit will then be undertaken 6 months later.

3.4.8 Prior to any subsequent visits, checks will always be made with Children's and Adults Social Care to confirm whether or not the family is known to them and in what capacity.

3.4.9 The frequency of visits by the Education Advisor will be increased should the child be on a Child Protection Plan. The Advisor will be invited to attend the Initial Child Protection Plan meeting and any subsequent reviews.

3.4.10 The last 3 years has seen a consistent and widespread increase in the numbers of UK families declaring EHE and this is the case within Bromley.

3.4.11 The general information available from inter- authority meetings supports the view that Bromley's position regards EHE is reflective of our geographical and statistical neighbours and there appears to be no significant issues unique to this borough.

3.4.12 It should be noted that the EHE cohort is fluid, with students often returning to mainstream education at some point during their education career.

3.4.13 Should the family fail to engage with the Education Advisor and there is no evidence of a suitable education being provided the case is referred back to the CME Officer to instigate a School Attendance Order.

3.4.14 It should be noted that the law only allows for initial enquiries and does not empower the LA to enforce compliance.

3.4.15 Table of referrals received for EHE during Academic Year 2014-2015

Year Group	Total Number	Female	Male	Subsequently obtained new school /submitted In Year Application during academic year	Remains EHE
Reception	15	8	7	5	10
Yr1	6	2	4	3	3
Yr2	9	6	3	4	4
Yr3	7	2	5	4	3
Yr4	7	6	1	2	5
Yr5	8	6	2	5 1 student O of B	2
Yr6	8	3	5	5 1 student moved	2
Yr7	11	7	4	6	5
Yr8	8	4	4	1 1 student moved	6
Yr9	14	6	8	5 2 students moved	7
Yr10	12	6	6	3 2 students moved	7
Yr11	10	6	4	1 student O of B	10 Non compulsory school age
Totals	115	62	53	43 8 Students moved	64

3.4.16 The table above suggests that parents of 38% of children recorded as EHE may be using EHE as a mechanism to change schools or delay starting the offered school at transition points, waiting for a place at their preferred school to become available.

3.4.17 Table of Students recorded as EHE as of 31st July 2015 and year of entry as EHE

Year Group	Number	Female	Male	2015	2014	2013	2012	2011	2010	2009	2008	2007-2003
Reception	7	4	3	7								
Yr1	6	2	4	3	1	2						
Yr2	11 of which 3 SEN	6	5	4	5	1	1					
Yr3	10	2	8	2	0	5	2	1				
Yr4	10	5	5	4	2	1	0	2	1			
Yr5	10	4	6	1	1	5	0	2	1			
Yr6	4 of which 2 SEN	1	3	1	1	1	0	0	1			
Yr7	13	7	6	4	3	2	0	1	1	1	0	1
Yr8	6 of which 1 SEN	3	3	0	4	2						
Yr9	12	5	7	1	8	0	1	1			1	
Yr10	22 of which 4 SEN	11	11	6	3	5	3	0	1	0	2	2
Yr11	34 of which 1 SEN	20	14	7	11	8	2	2	0	1		3
Total	145	70	75	41	39	32	8	9	5	2	3	6

The above data is showing that 44% of children recorded as EHE have been doing so in excess of 2 years. It further indicates as listed in the table 3.4.18 below, that EHE as an ethos is greater than other reasons recorded.

3.4.18 Table indicating reasons for EHE taken from students recorded as EHE on 31.7.2015

Bullying Issues and Anxieties linked to bullying and or school environment	26%
Racial Incidents	1.4%
Dissatisfaction with School	24%
Family Issues	4.4%
Preference to EHE - Ethos	37.3%
Health	1.4%
External Factors	3%
Not ready for School	1.4%

It should be noted that the data on reasons declaring elective home education is based on 67 cases during 2014-2015 where parents disclosed the reasons. Whilst Officers may enquire there is no statutory requirement for parents to give their reasons or justify their reasons. It is too early in data collection to see if there is a correlation between an increase in dissatisfaction with schools as a reason and the academy agenda.

3.4.19 Table showing origin of child prior to declaring EHE for students recorded as EHE on 31.7.2015

Alexandra Infants	1
Babbington House	1
Bishop Challoner	1
Bishop Justus	5
Blenheim Primary	1
Bromley College 14-16	6
Bromley Trust Academy – Hayes Campus	2
Bromley High	1
Bullers Wood	4
Burnt Ash	2
Cator Nursery	1

Charles Darwin	6
Chelsfield Primary	2
Chislehurst Primary	3
Chilsehurst School for Girls	1
Churchfields Primary	1
Clare House	1
Coopers Technology College	3
Crofton Infants and Juniors	2
Darrick Wood School	4
The Glebe	1
Grays Farm Primary	2
Green Street Green Primary	2
Harris Academy Bromley	6
Harris Academy Beckenham	7
Hillside Primary	1
James Dixon	2
Kemnal Technology	2
Keston Academy	6
Langley Park School for Girls	2
Leesons	1
Manor Oak	2
Not on a school roll prior to coming to LA attention	35
Out of Borough Schools	20
Pickhurst Inf and Junr	2
Poverest	2
Princes Plain now known as Trinity Cof E	4
The Priory	16
Ravenswood	2

The Ravensbourne School	3
Redhill Primary	2
Scotts Park Primary	1
Southborough Primary	2
Stewart Fleming now known as the Pioneer Academy	1
St Anthonys RC Primary	1
St Georges Primary	1
St Johns C of E	3
St Marks C of E	1
St Mary Cray Primary	2
St Olaves	1
Tubbenden Primary	1
Wickham Court	1
Worsley Bridge	1

3.4.20 The above table indicates that within the Primary sector there is an even distribution of elective home educated students across the authority. However if taking into account the average amount of students that declare elective home education in a secondary school, there are above average declarations from The Priory, Charles Darwin School, Bromley College 14-16 , Harris Beckenham and Harris Bromley Academies. It is recognised that there is a high cohort of fixed travellers that attend The Priory and an embedded culture of home education. It should also be noted that students who elected to home educate from the college provision, had previously been home educating.

3.4.21 It should be noted that all data reflects those students that are known to the LA. There remain cohorts that are not known to the LA. This cohort would be children who have not entered the education system and or have moved into the LA. There is no current legislation that requires compulsory registration. Whilst Bromley's CME Policy can be viewed as a protective factor in supporting families that are identified as being without an education provision through multi agency work. It does not identify directly those that remain unknown to the LA.

3.5 Truancy

3.5.1 Truancy in education is defined as absences from school that have not been authorised by school and can include parentally condoned absences.

3.5.2 As from September 2015 in line with Department of Education directions persistent absentees are defined as young people who have an absence rate of 10% or above. For this report and recording purposes, persistent absentees were at the time of data collection defined as having an

absence rate of 15% or above. The total number of absences includes both authorised and unauthorised absences.

3.5.3 It should be noted that only the head teacher of a school can make the decision whether the absences are authorised or not, based on the information they receive.

3.5.4 Overall absence within Bromley during 2014-2015 for state funded primary and secondary schools was 4.2%, which is below the national average of 4.5%, however when compared to last year's data it is showing an increase of 0.1%. This increase is compatible with the national average which also saw a rise in overall absence of 0.1%.

3.5.5 The percentage of persistent absentees in Bromley has dropped from 0.2% to 3.4%, which is below the national average of 3.9%.

3.5.6 When Bromley is compared to statistical neighbours and surrounding boroughs the picture is favourable but we cannot afford to be complacent. Illness continues to be the main reason for absence and EWS are asking schools to be more challenging when looking at illness. Whilst there has been an increase of penalty notices for unauthorised leave, the impact in terms of attendance cannot be effectively measured until compared with the attendance returns for this current academic year.

3.5.7 Data sourced from DfE statistical release

Pupil absence - State-funded primary and secondary schools								
Autumn term 2014 and spring term 2015								
Bromley and Statistical Neighbours (in order of closeness)								
	State-funded primary and secondary schools						%point change in PA from 2013/14	%point change in Overall Absence from 2013/14
	Number of pupil enrolments (1)	Percentage of sessions missed (2)			Number of persistent absentees (3)	Percentage of persistent absentees (4)		
		Overall absence	Authorised absence	Unauthorised absence				
Bromley	38,875	4.2	3.4	0.8	1,340	3.4	-0.2	+0.1
Trafford	31,120	3.8	3.4	0.4	885	2.8	+0.2	+0.3
Hertfordshire	147,025	4.4	3.7	0.7	5,600	3.8	+0.3	+0.2
Sutton	27,610	4.4	3.6	0.8	895	3.2	-0.2	+0.3
Bracknell Forest	14,140	3.9	3.3	0.7	390	2.8	-0.1	0.0
Stockport	33,980	4.5	3.7	0.9	1,505	4.4	+0.2	+0.2
Bedford	21,950	4.5	3.7	0.8	805	3.7	-0.3	-0.1
Solihull	31,275	4.7	3.9	0.8	1,400	4.5	+0.1	+0.4
Oxfordshire	74,355	4.6	3.9	0.8	3,105	4.2	-0.1	+0.1
Hampshire	154,025	4.4	3.6	0.8	5,855	3.8	0.0	+0.2
Bath and North East Somerset	21,025	4.6	4.0	0.7	780	3.7	-0.1	+0.2
ENGLAND (5)	6,503,840	4.5	3.6	0.9	256,440	3.9	-0.2	+0.1
Bromley and Surrounding Boroughs								
	State-funded primary and secondary schools						%point change in PA from 2013/14	%point change in Overall Absence from 2013/14
	Number of pupil enrolments (1)	Percentage of sessions missed (2)			Number of persistent absentees (3)	Percentage of persistent absentees (4)		
		Overall absence	Authorised absence	Unauthorised absence				
Bromley	38,875	4.2	3.4	0.8	1,340	3.4	-0.2	+0.1
Bexley	35,125	4.2	3.4	0.8	1,000	2.8	-0.2	+0.3
Croydon	45,885	4.5	3.3	1.2	1,735	3.8	0.0	+0.2
Greenwich	31,405	4.3	2.9	1.4	1,130	3.6	+0.3	+0.3
Lambeth	29,170	4.2	3.1	1.1	1,080	3.7	0.0	+0.1
Lewisham	33,325	4.5	3.1	1.3	1,460	4.4	+0.5	+0.4
Sutton	27,610	4.4	3.6	0.8	895	3.2	-0.2	+0.3
ENGLAND (5)	6,503,840	4.5	3.6	0.9	256,440	3.9	-0.2	+0.1

3.6 Context

3.6.1 Historically The Education Welfare Service (EWS) visited all Bromley Schools and assisted the Schools in identifying poor attenders and delivered an early intervention service to prevent cases escalating to a legal arena.

3.6.2 The national academy agenda encouraged increased autonomy for schools, passing funding to academies that was previously held by the Local Authority. This, together with the reduction in Council funding both now and in future years, as a result of the national austerity agenda, meant that the local authority prioritised their services to focus on their statutory duties.

3.6.3 The service currently provides early intervention work to 28 schools as a sold service; this equates to a 33.5% of total officer time. Remaining schools have access to the service for referrals for legal intervention and child missing education enquires only.

3.6.7 Within the team, one officer is seconded to the Youth Offending Service (YOS) for 2 days a week and another officer is seconded to the Common Assessment Team (CAF) for 3 days a week.

3.7 Legal

3.7.1 The Education Act 1996 makes it an offence for any parent who fails to ensure the regular attendance of their child at school. This applies to all children of compulsory school age i.e. 5 – 16 yrs. of age.

3.7.2 The Local Authority discharges its statutory duty to investigate possible offences through the EWS. There are criteria for accepting referrals that extends to all schools and a policy that outlines the criteria and eligibility for referral acceptance. This has been cascaded to all schools and is available on the schools information sharing platform, Fronter. Schools can phone for advice and guidance prior to making a referral.

3.7.3 All referrals received that are accepted and investigated, adhere to the Police and Criminal Evidence Act 1984 and Criminal Procedures and Investigation Act 1996. The outcomes (also known as disposals) available following an investigation are as follows:

- Referral returned to school as unmet needs identified – School directed on what course of action to take
- Simple Caution
- Penalty Notice (PN)
- Summons to Court
- School Attendance Order
- Education Supervision Order

3.7.4 Table of outcomes for legal disposal

	2011 -2012	2012-2013	2013-2014	2014-2015
PN issued poor attendance	64	66	105	337
PN not paid resulting in	10	13	10	21

court action				
Summons issued for failing to secure regular attendance	23	22	27	31
Simple Cautions	0	0	4	5

3.7.5 It should be noted that Penalty Notices that are not paid automatically go to court unless they were found to be incorrectly issued or since the issue of the PN, attendance has improved and as such it is not in the public interest to proceed. The parent is summonsed for the failure to secure regular attendance and not for the failure to pay the fine.

3.7.6 The table shows an increase in the issue of PNs for 2014-2015. The main reasons for this increase include:

- Unauthorised leave of absence formally known as unauthorised holiday
- Requests from Schools as an early intervention use
- Tiered approach to disposals

4. POLICY IMPLICATIONS

4.1 The LA has a statutory duty to investigate cases where they believe an offence has been committed under S444 and 444 1A Education Act 1996; Instigate School Attendance Orders and Issue Penalty Notices in accordance with the Local Code of Conduct.

4.2 The LA has a statutory duty to identify children that may be missing education and to safeguard children in Entertainment and Child Employment. This is undertaken by the issuing of licences and undertaking inspection visits. Children Performance regulations and Children and Young Person Act apply.

5. LEGAL IMPLICATIONS

The London Borough of Bromley is the body charged with ensuring a pupil for whom it is responsible within the context of the Education Act 1996 attends school or receives an appropriate education at home. The London Borough of Bromley is the body tasked within education Legislation to take appropriate legal action to ensure a child receives an appropriate education

Non-Applicable Sections:	Financial and Personnel Implications
Background Documents: (Access via Contact Officer)	[Title of document and date]

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Report No.
ED 16017

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: EDUCATION POLICY DEVELOPMENT AND SCRUTINY COMMITTEE

Date: Tuesday 8 March 2016

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

Title: YOUNG PEOPLE NOT IN EDUCATION EMPLOYMENT OR TRAINING (NEET) AND STRATEGIES FOR INCREASING PARTICIPATION

Contact Officer: Kay Weiss, Director: Children's Services
E-mail: kay.weiss@bromley.gov.uk
Linda King, Youth Support Programme Manager
Email: linda.king@bromley.gov.uk

Chief Officer: Director: Children's Services (ECHS)

Ward: (All Wards);

1. Reason for report

On 19 March 2013 Members of the Education Policy Development and Scrutiny Committee (Education PDS Committee) received a report (Report ED 13013) on Raising the Participation Age (RPA) which outlined the Borough context and the strategic planning for the introduction of the RPA in September 2013.

On 30 January 2014 and on 10 March 2015 the Education PDS Committee received reports on young people Not in Education, Employment or Training (NEET) and Strategies for improving the participation of young people in Education, Employment or Training (EET).

This report provides an update on the Boroughs performance relating to the provision of support for young people who are NEET or at risk of becoming NEET and the strategies to increase the participation of young people in EET.

2. RECOMMENDATION(S)

The Members of the Education PDS Committee are asked to consider and comment on the content of this report.

Corporate Policy

1. Policy Status: Existing Policy:
 2. BBB Priority: Children and Young People:
-

Financial

1. Cost of proposal: No Cost:
 2. Ongoing costs: Not Applicable:
 3. Budget head/performance centre: Bromley Youth Support Programme
 4. Total current budget for this head: £ £585,610
 5. Source of funding: ECHS approved budget for 2015/16
-

Staff

1. Number of staff (current and additional): 48 staff reduced to 40 by October 2015.
 2. If from existing staff resources, number of staff hours: 26.4 FTE reduced to 17.25 FTE by October 2015.
-

Legal

1. Legal Requirement: Statutory Requirement:
 2. Call-in: Not Applicable:
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): Approximately 10503 young people (this reflects the December 2015 16-18yr old cohort on the Client Case load Information System)
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments: N/A

3. COMMENTARY

The Education and Skills Act 2008 introduced a duty on all young people to participate in education, employment or training (EET) until their 18th birthday. This has been implemented in two phases. From September 2013, young people were required to continue in education or training until the end of the academic year in which they turn 17. From 2015, they are required to continue until their 18th birthday.

This does not necessarily mean that young people have to stay in school beyond the age of 16. They are able to choose from one of the following options:

- full-time education, such as school, college or home education
- work-based learning with training, such as an apprenticeship
- employment, self-employment or volunteering with accredited training

The Education and Skills Act 2008 also introduced the following duties on Local Authorities (LAs):

- To promote the effective participation in education, employment or training (EET) of young people in their area
- To make arrangements to identify young people not participating in education, employment or training (NEET) – i.e. maintaining a comprehensive tracking system.

These complement existing duties to:

- secure sufficient suitable education and training provision for all 16-19 year olds;
- have processes in place to deliver the September Guarantee (the offer, by the end of September of a suitable place in learning to young people academic age Yr 11 and Yr 12)
- track young people's participation

Bromley Youth Support Programme (BYSP) takes the lead role in delivering these duties. In September 2015 BYSP was restructured resulting in a change in delivery methods, the development of key partnerships and a reduction in targeted support staffing. During the period of this report the staff providing individual targeted support to young people in the borough reduced from 6.1 FTE to 3.1 FTE. The restructure also brought the Bromley Education Business Partnership (BEBP) under the wider remit of the BYSP, enabling greater coherence in the planning of provision for young people who are NEET or at risk of NEET.

This report shows that between December 2014 and December 2015 the number of 16 to 18 year olds who are not in employment, education or training (NEET) and the number of young people whose participation status is Not Known has reduced. Also the number of young people academic age 16 & 17 participating in full time activity has increased. This improvement is primarily due to strategic changes to the methods of data collection and data management, increased engagement and partnership working with departments such as Youth Offending Service and Children Looked After and the continuing development of relationships with Schools and Colleges to ensure information is shared with the Local Authority in an appropriate and timely manner.

Summary of Participation and NEET performance (December 2015)

The participation of 16 to 19 year olds in EET is recorded on a national database called the Client Case Load Information System (CCIS). On a monthly basis, statistical returns on the number of young people who are NEET and the number of young people whose participation status in 'Not Known' are made to Department for Education (DfE).

The total NEET group is made up of young people who are not participating in EET but who are available to the labour market and also those young people who are not currently available to the labour market (because of illness, caring responsibilities, pregnancy or parenting responsibilities, for example). Reporting is based on young people in the Yr 12, 13 and 14 academic age groups and therefore includes young people aged 16 to 18 and will also include some 19 year olds. The cohort is based on residency rather than place of education or training.

The DfE apply a formula to calculate an adjusted 16-18 NEET performance which assumes that 8% of young people whose participation status is 'Not Known' and whose previous destination was EET are counted as NEET. This constitutes the '**Adjusted NEET**' figure that is reported to the DfE.

The total 16 -18yr cohort for December 2015 was 10503. Of this cohort 332 young people were recorded as NEET and there were 684 (6.5%) young people whose participation status was 'Not Known'.

The monthly adjusted NEET performance for Bromley for December 2015 was 344 (3.4%).

The December 2015 figures for NEET and 'Not Known' show a significant improvement on December 2014 performance where the adjusted NEET was recorded as 4.5% and the Not Known was recorded as 8.2% (864 young people)

Statistical neighbour comparisons also indicate that Bromley's December 2015 NEET performance for academic age 16-18 yr olds is better than the average statistical neighbour performance of 3.8% and Bromley's December 2015 Not Known figure is much better than the average statistical neighbour performance of 9.1%.

Detailed analysis of the NEET group highlights the following:

- The majority of the NEET group (62%) were young people in academic age group Yr14.
- There are more males within the NEET Group than females with totals of 200 (60.2%) and 132 (39.8%) respectively.
- 216 (65.1%) of young people within the NEET had a recorded ethnicity of White.
- 17.2% (57) of the total young people within the NEET group were unavailable to the labour market. Young people who were teenage parents and young people who had an illness made up the largest proportion of the unavailable group in December with 19 (33.3%) and 25 (43.91%) young people respectively.
- 21 young people joined the NEET group and 8 left the NEET group in December 2015 with 5 going into education and 3 going into employment.
- The Bromley wards of Penge and Cator and Cray Valley West had the highest number of young people in the NEET group, both with 31 (9.3% of the total NEET). This figure represented 5.9% of the ward cohort for Penge and Cator and 4.8% of the ward cohort for Cray Valley West, where as the Crystal Palace ward had 25 young people in the NEET group but this represented 8.1% of the ward cohort.
- Of the NEET group recorded on CCIS in December 2015:
 - 10.8% (36) were LDD (Statemented)
 - 6.6% (22) were teenage mothers
 - 4.8% (16) supervised by Youth Offending Service (YOS)

- 3.6% (12) were pregnant
- 2.7% (9) were Looked After (LAC)/Care leaver
- 1.2% (4) young carers

Detailed analysis of the 'Not Known' highlights the following:

- Young people in Yr 14 academic age group were the largest group within the Not Known in December 2015 with 452 (66.1%) young people.
- The Bromley wards of Cray Valley West and Penge and Cator had the highest number of young people whose participation status is 'Not Known' with 7.7% (53) and 6.1% (42) respectively.
- 83 young people had no valid address or post code recorded

Please see **Appendix 1** for Bromley NEET and Not Known Analysis December 2015.

In addition to reporting on the NEET and Not Known the DfE also uses a variety of formulas to measure young people's participation in EET. The 'Meeting the Duty to Participate' Formula has been developed by DfE to measure performance following the introduction of the RPA legislation. Local Authority performance using this formula is published on a monthly basis.

This formula counts young people in:

- Full time Education
- Training activities
- Full time Employment with Accredited Training (including Apprenticeship)
- Custodial Sentence
- Gap year

This formula does not take into account young people engaged in part-time education or employment, temporary employment or employment without accredited training.

In December 2015 a total of 6381 (93.5%) Bromley young people within the 16-17 academic age groups were participating in a full time activity. Of these:

- 6037 (88.4%) are in full time education
- 288 (4.2%) are in full time apprenticeship
- 15 (0.2%) are in, full time employment with training
- 36 (0.5%) are in full time training
- 5 (0.1%) are working towards participation

A total of 445 (6.5%) young people within the 16-17 academic age groups were not participating in a full time activity. Of these:

- 232 (3.4%) participation status is Not Known
- 123 (1.8%) are NEET
- 62 (0.9%) are in employment without training
- 28 (0.4%) are in part time activities

The participation levels for young people of academic age 16 and 17 show an increase in December 2015 compared to December 2014.

	Academic Age 16	Academic Age 17
December 2014	95.2%	85.6%
December 2015	96.6%	90.5%

Please see **Appendix 2** for Bromley Participation Report (December 2015)

Increasing Participation in EET in Bromley

Between December 2014 and December 2015 the number of 16 to 18 year olds who are NEET and the number of young people whose participation status is Not Known has reduced. Also the number of young people academic age 16 & 17 participating in full time activity has increased.

The following activities have contributed to this progress:

A) Tracking processes to identify young people's participation in EET

The Education and Skills Act 2008 introduced a duty on Local Authorities to make arrangements to identify young people not participating in education employment or training. The Act also places a duty on education providers to share information with the Local Authority about student participation.

Bromley Youth Support Programme (BYSP) works alongside the contracted South London CCIS Service to provide a tracking service responsible for confirming the destination of all young people between the ages of 16 and 19 in Bromley. A tracking schedule has been established with local schools and colleges whereby the LA receives data confirming which young people are on school/college role. Any young people resident in Bromley and not enrolled in school/college have to be individually tracked. These young people are contacted by phone and by letter. Where no contact is made, their address is verified by cross referencing against a range of council data bases. Once the address is confirmed BYSP will deploy staff to 'door knock' where necessary.

Door Knocking April 2015 to Dec 2015

Total doors knocked	No answer	Answer	Of those answered			
			NEET	EET	Moved away	Other
795	403	392	132	223	35	2

Between 1 September 2015 and 31 December 2015 a total of 9830 destinations were recorded.

By maintaining robust tracking and support mechanisms the Borough improved on its Yr 11 September Guarantee performance from last year by 0.3% with only 38 out of a cohort of 3393 young people at the end of Year 11 not having an offer of employment, education or training for September 2015.

B) Support for Young people who are NEET or at risk of NEET to access EET

Bromley Youth Support Programme (BYSP)

Bromley Youth Support programme offers (via a combination of directly delivered and commissioned activity) an accessible programme designed to meet the needs of young people for somewhere safe to socialise and activities that will inspire, inform, motivate and generally support their personal development. In addition BYSP offers a programme of mainly

one-to-one and occasional group work support to identified 'vulnerable' young people who are NEET or at risk of becoming NEET.

Each week BYSP provides 4 Information, Advice and Guidance drop-in sessions across the borough for young people who are NEET or at risk of becoming NEET. These are delivered at the West Hub (Streetwise), the East Hub (The Link) and 2 are delivered at Job Centre Plus in central Bromley. From April 2015 to December 2015 a total of 230 young people attended these sessions, receiving advice and support in finding training, college courses or work.

BYSP Vulnerable NEET co-ordinators are case loaded with young people who are NEET or at risk of NEET. Caseload referrals are generated via the drop-in sessions, on-going tracking activity and from key partners and key multi agency meetings. In addition the BYSP has allocated a Vulnerable NEET Co-ordinator to work with Looked After young people and a Vulnerable NEET Co-ordinator to work with young people known to the Youth Offending Service (YOS).

In addition, this year BYSP is trialling some partnership work with Affinity Sutton Housing Association. This work has developed following two years of contracts BYSP has delivered with Affinity Sutton which focused on developmental mobile and Detached youth work on their housing estate areas. As a result BYSP will deliver additional support to young people who are NEET and Not Known in the Mountfield and St Mary Cray area of the Borough, and we are working closely with the Affinity Sutton 'ready to work team' to offer opportunities to those young people.

Both Affinity Sutton and Amicus Housing Associations have provided funding and the opportunity for young people to undertake Construction Skills Certification Scheme courses. The BYSP aims to continue developing this link which brings increased provision for NEET young people.

Young people choose to engage with the Youth Support Service on an entirely voluntary basis therefore a key skill requirement for all staff working within the BYSP is the ability to engage and motivate young people who may typically have a history of non-engagement with education and other professionals.

From 1 April 2015 to end 31 December 2015 BYSP has had 10,269 contacts with 3,981 young people i.e. approximately 37% of the total academic age 16-18 yr old cohort.

BYSP support for LAC/ Leaving Care young people who are NEET or at risk of NEET

BYSP has allocated a 0.6FTE Vulnerable NEET Coordinator to the LAC/ leaving care team. Their role is to provide support to all young people in school year 11 and over who are NEET or at risk of NEET to look at options, facilitate progression to EET and minimise the risk of drop-out. The NEET coordinator also works to quality assure the data that is held on the different IT systems that the council uses to ensure data on LAC/Leaving Care young people's EET status is recorded accurately.

The BYSP Manager and the Vulnerable NEET Co-ordinator (LAC) work with key managers in LAC, Leaving Care and the Virtual Head to scrutinise participation levels and to identify the support needs of LAC and Leaving Care young people who are at risk of becoming or who are NEET.

During the period April 2015 to December 2015, the Vulnerable NEET Co-ordinator:

- Monitored the destinations of 74 young people

- Provided face to face guidance and intensive support to 74 young people (NEETs, YP at high risk of becoming NEET and Y11s in transition to post 16 education).
- Delivered 340 contacts and 143 Face to Face interventions
- Contributed to 13 positive outcomes (approximately 17% of young people moving from NEET to EET)

As of 31 December 2015 the total number of academic age 16- 18 LAC was 67 of which 53 were in EET. LAC young people face multiple barriers to participation in EET. For a young person living independently, managing issues such as accommodation (independent, supported or temporary), budgeting and food planning often takes priority over active engagement in EET. For many the issues that led them to becoming LAC are complex and have an impact on education attainment and subsequent ability to engage in EET. In some cases the young person may also be facing additional challenges such as teenage pregnancy, domestic violence or drug and alcohol issues. It is therefore important that the support is consistent to maintain motivation and momentum and flexible e.g. be able to re-arrange EET appointments quickly if necessary.

Case Study to highlight the support offered by BYSP to young people who are LAC/Leaving care

This case study is about a care leaver who has been in the care system for a number of years. He is living in supported accommodation and is claiming Job Seekers allowance. He is also a young parent.

Support provided by BYSP Vulnerable NEET Co-ordinator (LAC) :

- Made arrangements for the young person to attend his local youth Hub to use the music studio due to his keen interest in Music production
- Provided support with time keeping and time management. Although the young person is keen and does attend appointments, he can be forgetful. He attributes this to supporting his girlfriend with their daughter and not getting enough sleep.
- Regular meetings with the young person to explore training and employment opportunities and make relevant applications, having helped the young person adjust his CV for each application..
- at the last appointment he was referred for Construction Industry Health and Safety Card training (CSCS card) training, as he has potentially gained employment within the construction trade, but needs this card before starting.

Outcome

- The young person started CSCS card training in January and is doing well.
- He has another job interview for part time work.
- The co-ordinator has identified the changes that will be made to his welfare benefits if he secures employment and the steps he needs to take to ensure that appropriate benefits continue.

BYSP support for young people with the Youth Offending Service (YOS) who are NEET or at risk of NEET

BYSP has allocated a 0.6 FTE Vulnerable NEET Coordinator to the Youth Offending Service. Their role is to:

- To monitor the ETE destination of all 16+ young people serving a Court Order and update both IYSS and ChildView databases.

- Provide IAG and intensive support to all 16+ vulnerable NEETs presenting complex needs (including Y11s in transition to), to help their progression into Further Education, Employment and Training.
- Work in partnership with YOS case managers, specialist professionals and relevant organisations (employers, training providers and local colleges) to provide coordinated support to young people and broker opportunities for their development.

During the period April 2015 to December 2015, the Vulnerable NEET Co-ordinator:

- Monitored the destinations of 130 young people
- Provided face to face guidance and intensive support to 94 young people (NEETs, YP at high risk of becoming NEET and Y11s in transition to post 16 education).
- Delivered 372 Face to Face interventions
- Contributed to 50 positive outcomes (young person moving from NEET to EET)

Case Study to highlight the support offered by BYSP to young people with the Youth offending Service (YOS) who are NEET or at risk of NEET

At the time of the referral, the young person was 17, NEET, on a 12 month Referral Order and with no formal qualifications. He presented as very demotivated, making heavy use of cannabis and leading a chaotic life. He had recently moved into temporary accommodation after a period of homelessness.

Support offered by the Vulnerable NEET coordinator (YOS):

Regular meetings with the young person providing intensive support in the following areas:

- Identified and assessed barriers to progression
- Offered IAG and explored relevant EET options within the construction industry
- Completed ES9 form with the young person, to help him claim Job Seeker Allowance while in temporary accommodation
- Worked on CV and covering letter
- Identified training opportunities (Building Lives and Bromley College) and supported young person through application process.
- Made referrals and arranged interviews with local training provider and college.
- Worked on motivation and job search strategies
- Monitored progress through follow up activities (regular liaison with parent, training provider and young person).

Outcomes:

- After period in supported accommodation, relationship with parents improved and young person moved back with his family.
- Completed Dry-lining course at Building Lives and obtained the CSCS Health & Safety card to work on a building site.
- Young person moved from NEET to EET. Started work experience at the end of the course, which led to an apprenticeship with a construction company at the end of his Referral Order.

Support for Young People with LDD who are at risk of NEET

Under the new SEND reforms, the local authority is developing its local offer to ensure that young people and their families have the right information, advice and support to understand

what is available both in terms of provision and support. The local authority is also working closely with Bromley College to stagger intake times across the academic year and has good links where possible with the college's inclusion team. The college are experienced in supporting young people across a wide range of disabilities and learning difficulties.

The local authority also has a Preparing for Adulthood team (PfA), who work with young people and their families in special schools with more complex needs. Through the SEND reforms the team's remit will be broadening to support young people and their families in mainstream schools, moving from school to further education to provide more focused information, advice and support. In addition, a PfA Coordinator is allocated to the Bromley Youth Offending Service to support young people with SEND involved in the youth justice system to get back into education.

Bromley Education Business Partnership (BEBP)

The BEBP provides a range of tailored support programmes and employability activities for young people. These include:

- **Skills Xtra** – a sold service offered to school. This programme provides young people with an extended work experience placement with an employer (1/2 days per week). Aimed at pre-16 and post 16 students who are NEET or at risk of NEET
- **Bromley Flexible Learning Programme** – a programme of alternative provision for pre-16 students who are not attending mainstream school.
- **BEBP Mentoring programme** – funded by MOPAC secured through the Public Protection and Safety Portfolio. The programme is aimed at young people who are:
 - at risk of NEET
 - looked after
 - young offenders,
 - attending a pupil referral unit
 - disengaged, disaffected
 - low self esteem
 - young carers

Mentors support young people by listening, discussing relevant issues, exploring problems, helping with planning, raising awareness of the world of work and 'just being there'.

- **Work experience placements for Looked after Children** - To increase the offer of work experience opportunities to help Children Looked After by LBB to access the workplace and improve their employability prospects. Aimed at pre & post 16 LAC at risk of becoming NEET.
- **Bromley Youth Employment Scheme** -Funded from an earmarked reserve for Member Priority Initiatives, this project was approved by the Resources Portfolio Holder on 14 July 2014. The project aims to:
Engage with employers to support and encourage them to create employment opportunities (including apprenticeships) for local young people (17 -24yr olds)

work with 17 -24 yr old Bromley residents looking to access the labour market to provide them with the necessary employability skills and to match them to appropriate job opportunities

The main project outcome over a two year period is for 100 Bromley young people to be placed in to contracted employment (including apprenticeships) -lasting a minimum of 6 months.

- **N-Gage** - LBB was a sub- contractor through Prospects for this ESF funded programme. Aimed at Yr 10 and Y 11 students identified as at risk of NEET by their school . It offered careers information, advice and guidance, employability and personal skill development workshops to improve access to Post 16 education. Please note that this programme ended in July 2015
- **The Youth Contract** – a DfE sponsored programme for ‘hard to reach’ 16- 17-year olds providing support to help young people move into education, training or a job with training. Young people had to satisfy one of the following:
 - No more than 1 GCSE at A-C
 - LAC/Leaving care
 - Under a Community Order or released from custodyPlease note that this programme ended in July 2015

Please see **Appendix 3** for Summary of Support for Young People to Access Education, Employment and Training (EET)

C) Action Plan to increase 16-18yr old Participation Rates

In order to continue to increase participation rates an Action Plan has been produced which identifies activities for November 2015 - March 2016 that aim to a) further reduce the number of young people whose participation status is Not Known b) further reduce the number of young people who are NEET and c) increase the number of young people participating in fulltime learning or employment with accredited training.

Going forward, key strands of this Action Plan include:

- working with senior managers in schools and colleges to improve the flow of student destinations information.
- analysis of the patterns of NEET duration to ensure effective targeting of NEET support and tracking resources
- undertake further analysis of the training Needs of the NEET and the barriers to accessing EET
- identify and access relevant funding opportunities to support delivery of provision for NEET.

4. POLICY IMPLICATIONS

The activities contained within this report are in line with the priorities for ‘Building a Better Bromley’. The performance relating to the number of young people who are NEET, Not Known and participating in EET are reported on as part of the Education Portfolio Plan.

5. FINANCIAL IMPLICATIONS

There are no direct financial implications arising from this report.

6. LEGAL IMPLICATIONS

There are no legal implications arising directly from this report.

7. PERSONNEL IMPLICATIONS

There are no personnel implications arising from this report.

Non-Applicable Sections:	[List non-applicable sections here]
Background Documents: (Access via Contact Officer)	ED13031 Raising the participation Age -19 March 2013 ED14016 Not in Education, Employment or training (NEET)- Strategies for improving the participation of young people in EET 30 January 2014

London Borough of Bromley NEET and Not Known Analysis December 2015

The data contained within this report has been compiled from the South London Client Caseload Information System (CCIS) Management Information return for December 2015.

This provides the monthly Local authority 16-18 NEET and Not Known performance for December 2015.

The Report provides an analysis of young people of academic age 16-18 (Years 12, 13, 14) within the NEET group, detailed by the following categories:

- Gender, Actual Age, Level of Need, Ethnic Origin
- Vulnerable Group Characteristics
- Comparison to 2014-15
- Ward Map Analysis for NEET totals , adjusted NEET and other characteristics
- NCCIS Pan London Progression

The 16-18 NEET Group has also been analysed to show the following :

- Availability & Non Availability to the Labour Market
- NEET Joiners & leavers
- NEET Duration & Statutory Schools

An enhanced analysis of the 16-18 Not Known Group has also been provided, including an examination of those young people within lapsed activities, ward analysis, and other characteristics.

Monthly Performance Summary

Total 16-18 Cohort: 10503

16-18 NEET Group

Monthly NEET Performance

NEET (Adjusted)	3.4%	Monthly Change +0.1% ▲
NEET Total (Adjusted)	344	Yearly Change -1.1% ▼
NEET Actual Total	332	

Monthly 16-18 NEET Group Analysis

16 & 17 Year Olds	94	28.3%
SEND (Statemented)	36	10.8%
Teenage Mother	22	6.6%
Looked After/InCare	9	2.7%

16-18 NEET Availability

NEET Available Totals	275	82.8%
NEET Unavailable Totals	57	17.2%

16-18 NEET Joiners & Leavers

Joining NEET Group this month	21
Leaving NEET Group this month	8

16-18 NEET Ward Analysis

Crystal Palace		
NEET Total	25	Adjusted NEET % 8.1%

16-18 Not Known Group

Monthly Not Known Performance

Not Known Total	684	Monthly Change -2% ▼
Not Known %	6.5%	Yearly Change -1.7% ▼

16-18 Not Known Group Analysis

16 & 17 Year Olds	175	25.6%
SEND (Statemented)	24	3.5%
Teenage Mother	0	0.0%
Looked After/InCare	3	0.4%

16-18 Not Known Group Activities

Expired Activities	149	21.8%
Situation Unknown	487	71.2%

16-18 Not Known Ward Analysis

Cray Valley West		
Not Known Total	53	7.7%

16-18 Not Known Duration Analysis

4-5 Months	215	31.4%
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16-17 Participation

Monthly Participation Performance

16 & 17 Academic Age	6381	93.5%
16 Years	3253	96.6%
17 Years	3128	90.4%

Monthly Non Participation Performance

16 & 17 Academic Age	445	6.5%
16 Years	114	3.4%
17 Years	331	9.6%

16 & 17 Academic Age Analysis

Working Towards Participation	5	0.1%
Temporary Break from Learning	12	0.2%

16 & 17 Participation Ward Analysis

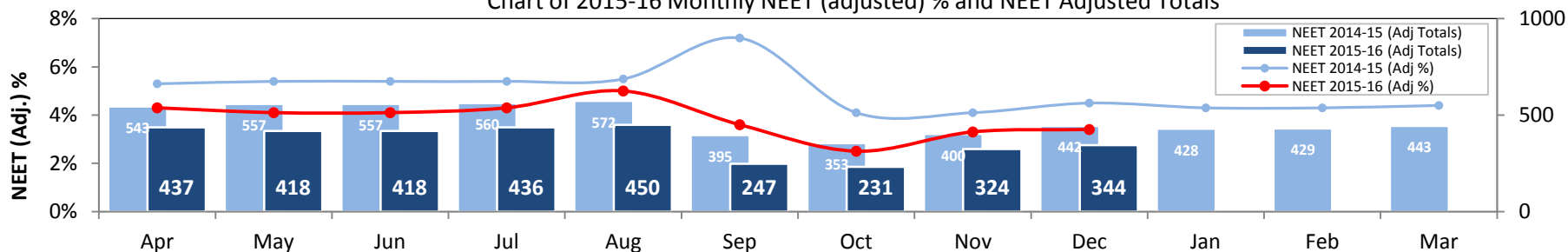
Highest Participating Ward	
Petts Wood and Knoll	97.8%
Lowest Participating Ward	
Crystal Palace	88.3%

Yearly 16-18 NEET progress 2015/16

Monthly NEET progress 2015/16

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
NEET 2015-16 (Adj %)	4.3%	4.1%	4.1%	4.3%	5.0%	3.6%	2.5%	3.3%	3.4%			
Monthly Change %	-0.1% ▼	-0.2% ▼	0% ◆	+0.2% ▲	+0.7% ▲	-1.4% ▼	-1.1% ▼	+0.8% ▲	+0.1% ▲			
NEET 2015-16 (Adj Totals)	437	418	418	436	450	247	231	324	344			
Monthly Change Adj. Totals	-6 ▼	-19 ▼	0 ◆	+18 ▲	+14 ▲	-203 ▼	-16 ▼	+93 ▲	+20 ▲			
Actual NEET Totals	416	387	395	414	428	198	208	310	332			
NEET 2014-15 (Adj %)	5.3%	5.4%	5.4%	5.4%	5.5%	7.2%	4.1%	4.1%	4.5%	4.3%	4.3%	4.4%
Yearly Change %	-1% ▼	-1.3% ▼	-1.3% ▼	-1.1% ▼	-0.5% ▼	-3.6% ▼	-1.6% ▼	-0.8% ▼	-1.1% ▼			

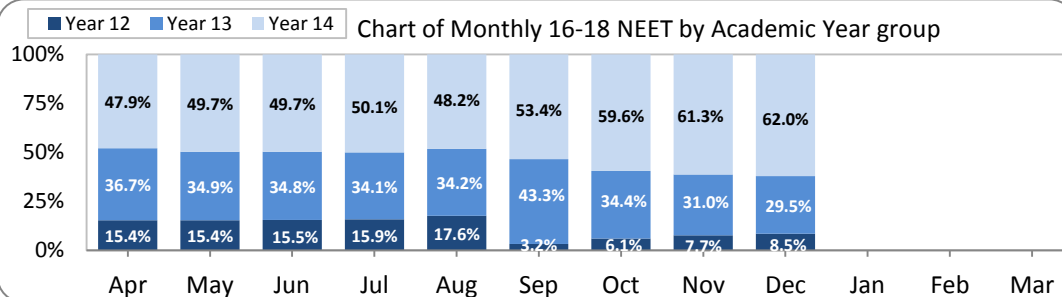
Chart of 2015-16 Monthly NEET (adjusted) % and NEET Adjusted Totals



Monthly NEET Academic Year Totals 2015/16

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Adjusted Year 14 Totals	209	208	208	219	217	132	138	199	213			
Adjusted Year 13 Totals	161	146	145	149	154	107	79	100	101			
Adjusted Year 12 Totals	67	64	65	69	79	8	14	25	29			

Chart of Monthly 16-18 NEET by Academic Year group



The local authority monthly NEET performance for Bromley for December 2015 was 3.4%. There is an increase in performance on last month's NEET adjusted percentage by 0.1% with an increase in the adjusted NEET total by 20 young people.

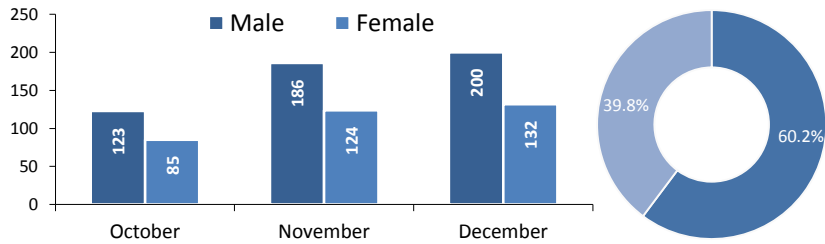
There has been a rise in adjusted NEET totals and percentages as a consequence of the increases in actual NEET totals. This increase in NEET is mainly due to the tracking work being undertaken within the borough which is ascertaining the activities of young people in the 16-18 academic age group.

NEET Academic Age 16-18 (Years 12, 13 & 14) Cohort Analysis

Actual Number of NEET Young people: 332

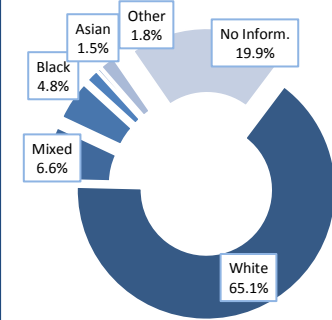
Gender Analysis

	Oct	Nov	Dec	Monthly Change	Yearly Change	16-18 Cohort
Male	123	186	200	+0.2% ▲	-0.4% ▼	51.1%
	59.1%	60.0%	60.2%			
Female	85	124	132	-0.2% ▼	+0.4% ▲	48.8%
	40.9%	40.0%	39.8%			



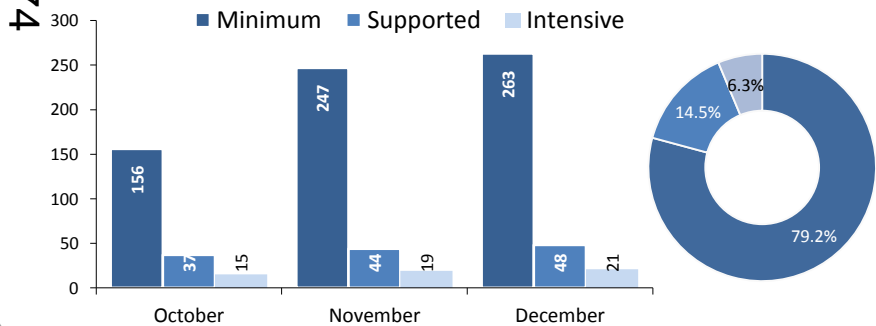
Ethnicity Analysis

	Totals	%	Monthly Change	Yearly Change	16-18 Cohort
White	216	65.1%	+0.3% ▲	-6.4% ▼	65.8%
Mixed	22	6.6%	+0.1% ▲	+1% ▲	6.8%
Black	16	4.8%	+1.2% ▲	+0.9% ▲	7.9%
Asian	5	1.5%	-0.1% ▼	+0.1% ▲	3.9%
Chinese	1	0.3%	0% ◇	+0.3% ▲	0.6%
Other	6	1.8%	-0.1% ▼	-0.3% ▼	1.4%
No Inform.	66	19.9%	-1.4% ▼	+4.3% ▲	13.6%



Level of Need Analysis

	Oct	Nov	Dec	Monthly Change	Yearly Change	16-18 Cohort
Minimum	156	247	263	-0.5% ▼	+4.3% ▲	97.3%
	75.0%	79.7%	79.2%			
Supported	37	44	48	+0.3% ▲	-4.5% ▼	2.0%
	17.8%	14.2%	14.5%			
Intensive	15	19	21	+0.2% ▲	+0.3% ▲	0.7%
	7.2%	6.1%	6.3%			



Vulnerable Groups Analysis

	Totals	%	Monthly Change	Yearly Change	16-18 Cohort
SEND (Statemented)	36	10.8%	+0.1% ▲	+3.4% ▲	4.0%
Looked After/InCare	9	2.7%	-0.2% ▼	-0.1% ▼	0.5%
Teenage Mother	22	6.6%	-0.2% ▼	+0.8% ▲	0.2%
Pregnancy	12	3.6%	0% ◇	+1.5% ▲	0.1%
Supervised by YOTS	16	4.8%	0% ◇	+2.5% ▲	0.4%
Care Leaver	9	2.7%	-0.2% ▼	+0.8% ▲	0.4%
Substance misuse	0	0.0%	0% ◇	-0.2% ▼	0.0%
Carer	4	1.2%	-0.1% ▼	-1.1% ▼	0.1%
Refugee/Asyl Seeker	0	0.0%	0% ◇	0% ◇	0.0%

The total of male young people within the NEET Group is much higher than their female counterparts with totals of 200 (60.2%) and 132 (39.8%) respectively.

The majority of the young people within the NEET group in December 2015 required a level of need of 'Minimum' with 79.2% (263).

The largest number of young people within the NEET had an ethnicity of White with 216 (65.1%). The significant totals of vulnerable groups were those young people with statements and Teenage mothers with 10.8% (36) and 6.6% (22) of the total NEET group respectively.

NEET Academic Age 16-18 Progress to Participation

Actual Number of NEET Young people:

332

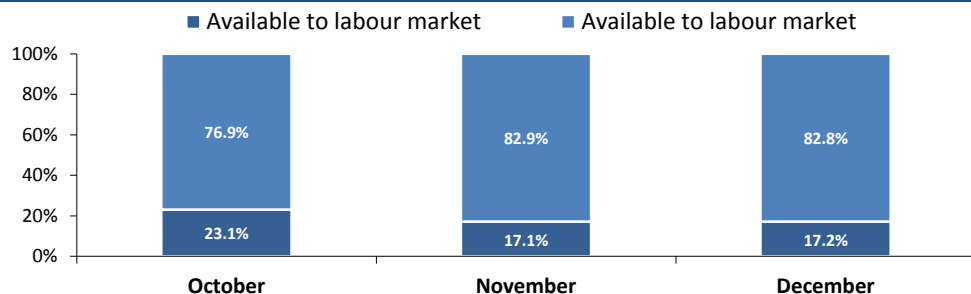
NEET Availability

82.8% (275) of the NEET Group are available to the Labour Market (-0.1% ▾) Monthly Change			
Working not for reward	9	3.3%	-0.2% ▾
Not yet ready for work or learning	2	0.7%	+0.3% ▲
Start Date agreed	3	1.1%	-0.5% ▾
Seeking employment, education or training	261	94.9%	+0.3% ▲

82.8% (275) of the total young people within NEET group were available to the labour market in December 2015. Other than those defined as simply Seeking EET, the largest totals were from those young people described as having a start date agreed with 3.3% (9) this month.

NEET Unavailability

17.2% (57) of the NEET Group are not available to the Labour Market (+0.1% ▲) Monthly Change			
Carer	3	5.3%	-0.4% ▾
Teenage parents	19	33.3%	-0.7% ▾
Illness	25	43.9%	-1.4% ▾
Pregnancy	7	12.3%	+1% ▲
Religious grounds	0	0.0%	0% ◆
Unlikely to be economically active	0	0.0%	0% ◆
Other reason	3	5.3%	+1.5% ▲

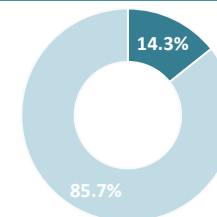


17.2% (57) of the total young people within the NEET group were unavailable to the labour market. Young people who were Teenage Parents and those who had illness made up the largest proportion of unavailable group in December with 19 (33.3%) and 25 (43.9%) young people respectively.

21 young people joined the NEET group in December 2015, with 85.7% (18) coming from Other activities. 8 young people left the NEET group in December 2015, with 37.5% (3) going into Employment activities.

NEET Joiners this Month

21 Young People Joined the NEET group this month Monthly Change			
3	14.3%	From Education	+5.2% ▲
0	0.0%	From Employment	-7.3% ▾
0	0.0%	From Training	0% ◆
0	0.0%	From Re-engagement Provision	0% ◆
0	0.0%	From NEET in other area	0% ◆
18	85.7%	From Other (inc custodial sentence)	+2.1% ▲

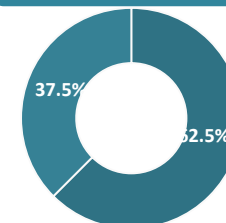


16-18 NEET Joiners

- Education
- Employment
- Training
- Re-engagement Provision
- NEET in other area
- Other (inc custodial sentence)

NEET Leavers this Month

8 Young People Left the NEET group this month Monthly Change			
5	62.5%	Into Education	+20.8% ▲
3	37.5%	Into Employment	+12.5% ▲
0	0.0%	Into Government Supported Training	0% ◆
0	0.0%	Into Re-engagement Provision	-8.3% ▾
0	0.0%	Into NEET in other area	-25% ◆
0	0.0%	Into Custodial Sentence	0% ◆
0	0.0%	Into Moved Away	0% ◆
0	0.0%	Into Cannot Be Contacted	0% ◆
0	0.0%	Into Refused to disclose activity	0% ◆
0	0.0%	Into Unknown Activity	0% ◆
0	0.0%	Into Other Reason	0% ◆



16-18 NEET Leavers

- Education
- Government Supported Training
- NEET in other area
- Moved Away
- Refused to disclose activity
- Other Reason
- Employment
- Re-engagement Provision
- Custodial Sentence
- Cannot Be Contacted
- Unknown Activity

NEET Academic Age 16-18 Ward Analysis

Actual Number of NEET Young people:

332

NEET Ward Analysis

Ward Name	Totals	Adj.	NEET Adj. %	Gender		Ethnicity						Academic Age			Target Groups					
				M	F	Wh	Mi	Bl	As	Ch	Ot	No	16	17	18	SEND	TM	P	L	CL
Crystal Palace	25	25	8.1%	52.0%	48.0%	40.0%	12.0%	8.0%	4.0%	0.0%	8.0%	28.0%	4.0%	52.0%	44.0%	8.0%	8.0%	0.0%	8.0%	0.0%
Penge and Cator	31	32	5.9%	58.1%	41.9%	64.5%	6.5%	16.1%	0.0%	0.0%	0.0%	12.9%	9.7%	25.8%	64.5%	9.7%	9.7%	3.2%	0.0%	3.2%
Plaistow and Sundridge	21	21	4.9%	47.6%	52.4%	61.9%	14.3%	4.8%	0.0%	0.0%	0.0%	19.0%	0.0%	23.8%	76.2%	4.8%	14.3%	4.8%	9.5%	14.3%
Cray Valley West	31	33	4.8%	71.0%	29.0%	71.0%	3.2%	0.0%	0.0%	0.0%	0.0%	25.8%	12.9%	35.5%	51.6%	25.8%	12.9%	6.5%	6.5%	0.0%
Cray Valley East	25	26	4.8%	68.0%	32.0%	56.0%	0.0%	4.0%	0.0%	0.0%	0.0%	40.0%	16.0%	40.0%	44.0%	16.0%	8.0%	4.0%	4.0%	4.0%
Mottingham and Chislehurst North	16	17	4.7%	68.8%	31.3%	68.8%	6.3%	12.5%	0.0%	0.0%	0.0%	12.5%	18.8%	18.8%	62.5%	6.3%	0.0%	6.3%	0.0%	0.0%
Chislehurst	16	16	4.5%	56.3%	43.8%	62.5%	12.5%	6.3%	6.3%	6.3%	6.3%	0.0%	0.0%	18.8%	81.3%	12.5%	0.0%	6.3%	6.3%	0.0%
Copers Cope	8	8	3.7%	75.0%	25.0%	62.5%	12.5%	0.0%	0.0%	0.0%	0.0%	25.0%	12.5%	0.0%	87.5%	25.0%	0.0%	12.5%	0.0%	0.0%
Clock House	13	13	3.6%	69.2%	30.8%	69.2%	0.0%	7.7%	0.0%	0.0%	0.0%	23.1%	15.4%	38.5%	46.2%	7.7%	0.0%	0.0%	0.0%	0.0%
Darwin	5	5	3.6%	40.0%	60.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	100%	0.0%	0.0%	0.0%	0.0%	0.0%
Bromley Town	13	14	3.0%	53.8%	46.2%	76.9%	15.4%	0.0%	0.0%	0.0%	7.7%	0.0%	7.7%	46.2%	46.2%	15.4%	0.0%	7.7%	0.0%	7.7%
Orpington	13	14	2.7%	84.6%	15.4%	53.8%	7.7%	0.0%	0.0%	0.0%	0.0%	38.5%	15.4%	7.7%	76.9%	0.0%	0.0%	0.0%	7.7%	7.7%
Bickley	11	11	2.6%	45.5%	54.5%	72.7%	9.1%	0.0%	0.0%	0.0%	0.0%	18.2%	9.1%	18.2%	72.7%	9.1%	9.1%	9.1%	0.0%	0.0%
Biggin Hill	9	10	2.5%	66.7%	33.3%	88.9%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	22.2%	22.2%	55.6%	0.0%	0.0%	0.0%	0.0%	0.0%
West Wickham	15	15	2.5%	73.3%	26.7%	80.0%	6.7%	0.0%	0.0%	0.0%	6.7%	6.7%	0.0%	33.3%	67%	6.7%	0.0%	0.0%	0.0%	0.0%
Shortlands	7	7	2.4%	42.9%	57.1%	57.1%	0.0%	0.0%	14.3%	0.0%	14.3%	14.3%	0.0%	0.0%	100%	0.0%	0.0%	0.0%	0.0%	0.0%
Bromley Common and Keston	12	13	2.3%	50.0%	50.0%	66.7%	8.3%	8.3%	0.0%	0.0%	0.0%	16.7%	16.7%	33.3%	50.0%	0.0%	16.7%	0.0%	0.0%	0.0%
Kelsey and Eden Park	12	12	2.0%	50%	50.0%	66.7%	0.0%	16.7%	0.0%	0.0%	0.0%	16.7%	8.3%	50.0%	41.7%	16.7%	0.0%	0.0%	0.0%	0.0%
Penfield and Pratts Bottom	8	8	1.8%	62.5%	37.5%	87.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	12.5%	87.5%	12.5%	12.5%	0.0%	0.0%	0.0%
Hayes and Coney Hall	9	9	1.5%	66.7%	33.3%	55.6%	11.1%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	22.2%	77.8%	11.1%	0.0%	0.0%	0.0%	0.0%
Pratts Wood and Knoll	5	5	1.3%	20%	80.0%	60.0%	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%	100%	0.0%	20.0%	0.0%	0.0%	0.0%
Farnborough and Crofton	6	7	1.1%	50.0%	50.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	16.7%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%
Unknown ward	21	22		61.9%	38.1%	61.9%	9.5%	0.0%	0.0%	0.0%	0.0%	28.6%	4.8%	38.1%	57.1%	9.5%	14.3%	9.5%	0.0%	9.5%

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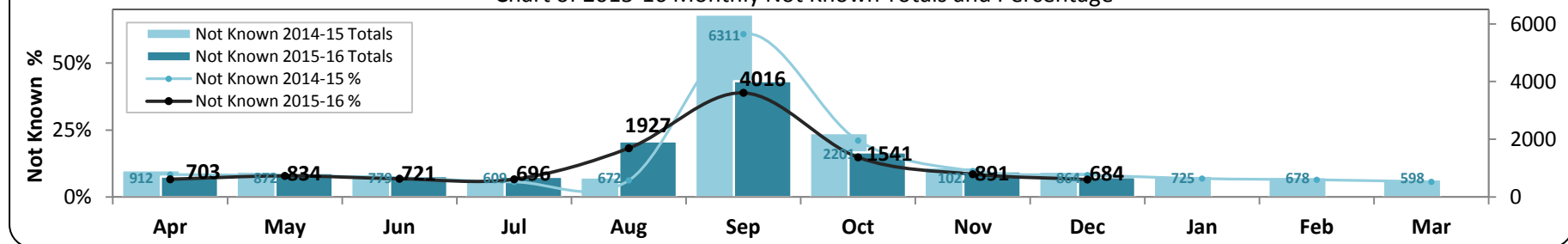
M - Male	F - Female					
Wh - White	Mi - Mixed	Bl - Black	As - Asian	Ch - Chinese	Ot - Other	No - No Information
SEND - Statemented	TM - Teenage Mother	P- Pregnancy	L- Looked after / in care	CL - Care Leaver		

Yearly 16-18 Not Known progress 2015/16

Monthly Not Known progress 2015/16

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Not Known 2015-16 %	6.6%	7.9%	6.8%	6.6%	18.2%	38.9%	14.8%	8.5%	6.5%			
Monthly Change %	+0.9% ▲	+1.3% ▲	-1.1% ▼	-0.2% ▼	+11.6% ▲	+20.7% ▲	-24.1% ▼	-6.3% ▼	-2% ▼			
Not Known 2015-16 Totals	703	834	721	696	1927	4016	1541	891	684			
Monthly Change Totals	+105 ▲	+131 ▲	-113 ▼	-25 ▼	+1231 ▲	+2089 ▲	-2475 ▼	-650 ▼	-207 ▼			
Not Known 2014-15 Totals	912	872	779	609	672	6311	2201	1022	864	725	678	598
Not Known 2014-15 %	8.4%	8.0%	7.2%	5.6%	6.2%	60.8%	21.1%	9.7%	8.2%	6.9%	6.4%	5.7%
Yearly Change	-1.8% ▼	-0.1% ▼	-0.4% ▼	+1% ▲	+12% ▲	-21.9% ▼	-6.3% ▼	-1.2% ▼	-1.7% ▼			

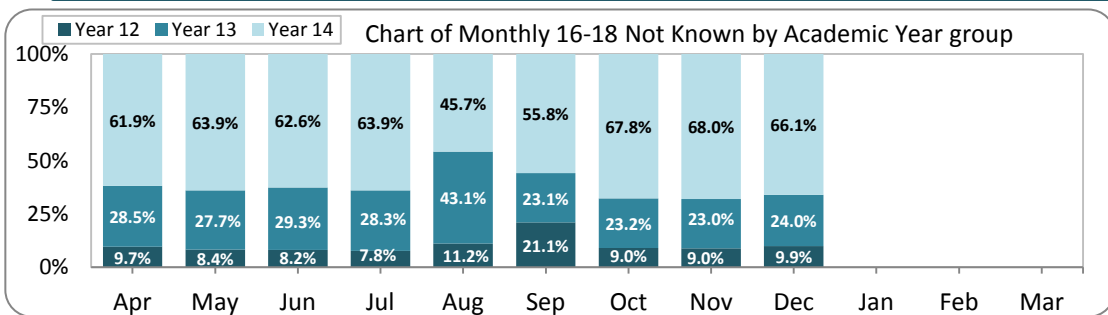
Chart of 2015-16 Monthly Not Known Totals and Percentage



Monthly Not Known Academic Year Totals 2015/16

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Not Known Year 14	435	533	451	445	881	2242	1044	606	452			
Not Known Year 13	200	231	211	197	831	926	358	205	164			
Not Known Year 12	68	70	59	54	215	848	139	80	68			

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The local authority monthly Not Known performance for Bromley for December 2015 was 6.5% which is a total of 684 young people.

This total shows a continued decrease in the number of Not Known young people from November 2015, where 8.5% (891) of the 16-18 group were Not Known.

The fall in Not Known totals during December is a consequence of the continued tracking work being undertaken with the borough.

Not Known Academic Age 16-18 (Years 12, 13 & 14) Cohort Analysis

Actual Number of Not Known Young people: 684

16-18 Not Known Group Analysis

Not Known Group Total			684	6.5%	Monthly Change	Yearly Change
Current situation not known	487	71.2%	-3%	▼	-5.9%	▼
Cannot Be Contacted	46	6.7%	+0.9%	▲	+0.3%	▲
Refused to disclose activity	2	0.3%	+0.1%	▲	-0.9%	▼
Currency Expired - EET	148	21.6%	+2%	▲	+6.2%	▲
Currency Expired - Other	1	0.2%	+0.1%	▲	+0.2%	▲

Academic Age Analysis

	Totals	%	Monthly Change
Year 12	68	9.9%	+0.9% ▼
Year 13	164	24.0%	+1% ▲
Year 14	452	66.1%	-1.9% ▲

Activity Expired Analysis

Expired Destinations			149	21.8%	Monthly Change	Yearly Change
Education	77	51.7%	-5.7%	▼	+18.6%	▲
Employment	71	47.7%	+6.2%	▲	-19.2%	▼
Training	0	0.0%	-0.6%	▼	0%	◆
Other	1	0.7%	+0.1%	▲	+0.7%	▲

Gender Analysis

	Totals	%	Monthly Change
Male	357	52.2%	-1.1% ▼
Female	325	47.5%	+1.1% ▲

Ethnicity Analysis

	Totals	%	Monthly Change	Yearly Change
White	361	52.8%	-2.6%	▼
Mixed	40	5.9%	+0.1%	▲
Black	60	8.8%	+1.2%	◆
Asian	20	2.9%	-0.5%	▼
Chinese	3	0.4%	+0.1%	▲
Other	11	1.6%	+0.1%	▲
No Inform.	189	27.6%	+1.7%	▲

Vulnerable Groups Analysis

	Totals	%	Monthly Change
SEND (Statemented)	24	3.5%	+0.2% ▲
Looked After/In Care	3	0.4%	-0.4% ▼
Teenage Mother	0	0.0%	0% ◆
Pregnancy	0	0.0%	0% ◆
Supervised by YOTS	1	0.2%	+0.2% ▲
Care Leaver	4	0.6%	0% ◆
Substance misuse	0	0.0%	0% ◆
Carer	1	0.2%	+0.1% ▲
Refugee/Asyl Seeker	1	0.2%	+0.1% ▲

The largest proportion of the 684 young people within the Not Known group were from 'Situation Unknown' with 71.2% (487). Those young people with lapsed activities were the second largest part of Bromley's 16-18 Not Known group with 21.8% (149). Young people in the academic age of year 14 were the largest group within the Not Known in December 2015 with 452 (66.1%) young people. Statemented young people made up 3.5% (24) of the Not Known this month.

Those within Educational destinations make up the biggest part of the 149 young people with expired or lapsed currencies in the 16-18 Not Known group with 51.7% (77).

Not Known Ward Analysis

Ward Name	Totals	Not Known %	Gender		Ethnicity						Academic Age			Target Groups					
			M	F	Wh	Mi	Bl	As	Ch	Ot	No	16	17	18	SEND	TM	P	L	CL
Cray Valley West	53	7.7%	49.1%	50.9%	56.6%	3.8%	5.7%	0.0%	0.0%	0.0%	34.0%	9.4%	28.3%	62.3%	3.8%	0.0%	0.0%	0.0%	0.0%
Penge and Cator	42	6.1%	54.8%	45.2%	35.7%	9.5%	26.2%	4.8%	0.0%	4.8%	19.0%	11.9%	21.4%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Cray Valley East	39	5.7%	48.7%	51.3%	48.7%	5.1%	5.1%	2.6%	0.0%	0.0%	38.5%	7.7%	30.8%	61.5%	0.0%	0.0%	0.0%	5.1%	0.0%
Mottingham and Chislehurst North	39	5.7%	53.8%	46.2%	61.5%	12.8%	15.4%	2.6%	2.6%	0.0%	5.1%	17.9%	28.2%	53.8%	2.6%	0.0%	0.0%	0.0%	0.0%
Orpington	38	5.6%	52.6%	47.4%	47.4%	0.0%	7.9%	2.6%	0.0%	7.9%	34.2%	5.3%	15.8%	78.9%	5.3%	0.0%	0.0%	0.0%	2.6%
Crystal Palace	33	4.8%	45.5%	54.5%	18.2%	15.2%	18.2%	3.0%	0.0%	3.0%	42.4%	3.0%	24.2%	72.7%	3.0%	0.0%	0.0%	0.0%	0.0%
Bromley Common and Keston	31	4.5%	48.4%	51.6%	64.5%	0.0%	6.5%	0.0%	0.0%	0.0%	29.0%	9.7%	35.5%	54.8%	3.2%	0.0%	0.0%	0.0%	0.0%
Plaistow and Sundridge	30	4.4%	50.0%	50.0%	70.0%	6.7%	10.0%	0.0%	0.0%	0.0%	13.3%	16.7%	23.3%	60.0%	3.3%	0.0%	0.0%	0.0%	0.0%
Clock House	30	4.4%	63.3%	36.7%	56.7%	3.3%	10.0%	0.0%	0.0%	3.3%	26.7%	20.0%	23.3%	56.7%	6.7%	0.0%	0.0%	0.0%	0.0%
Hayes and Coney Hall	30	4.4%	63.3%	36.7%	56.7%	0.0%	10.0%	3.3%	0.0%	0.0%	30.0%	6.7%	13.3%	80.0%	6.7%	0.0%	0.0%	0.0%	0.0%
Bromley Town	27	3.9%	55.6%	44.4%	66.7%	3.7%	0.0%	3.7%	0.0%	0.0%	25.9%	3.7%	37.0%	59.3%	3.7%	0.0%	0.0%	0.0%	0.0%
Biggin Hill	27	3.9%	55.6%	44.4%	63.0%	7.4%	0.0%	0.0%	0.0%	0.0%	29.6%	11.1%	18.5%	70.4%	3.7%	0.0%	0.0%	0.0%	0.0%
Kelsey and Eden Park	26	3.8%	38.5%	61.5%	53.8%	7.7%	7.7%	3.8%	0.0%	3.8%	23.1%	11.5%	15.4%	73.1%	7.7%	0.0%	0.0%	0.0%	0.0%
Farnborough and Crofton	25	3.7%	52.0%	48.0%	56.0%	8.0%	0.0%	4.0%	0.0%	0.0%	32.0%	0.0%	32.0%	68.0%	12.0%	0.0%	0.0%	0.0%	0.0%
Bickley	22	3.2%	40.9%	59.1%	54.5%	4.5%	0.0%	4.5%	0.0%	4.5%	31.8%	9.1%	13.6%	77.3%	4.5%	0.0%	0.0%	0.0%	0.0%
West Wickham	21	3.1%	23.8%	76.2%	71.4%	9.5%	14.3%	0.0%	0.0%	0.0%	4.8%	9.5%	14.3%	76.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Chelsfield and Pratts Bottom	17	2.5%	82.4%	17.6%	41.2%	5.9%	0.0%	0.0%	5.9%	0.0%	47.1%	23.5%	29.4%	47.1%	5.9%	0.0%	0.0%	0.0%	0.0%
Petts Wood and Knoll	16	2.3%	56.3%	43.8%	43.8%	0.0%	0.0%	0.0%	0.0%	0.0%	56.3%	12.5%	18.8%	68.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Poppers Cope	16	2.3%	37.5%	62.5%	31.3%	6.3%	12.5%	6.3%	6.3%	0.0%	37.5%	6.3%	18.8%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Parwin	15	2.2%	33.3%	66.7%	73.3%	0.0%	6.7%	6.7%	0.0%	0.0%	13.3%	20.0%	20.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Chislehurst	14	2.0%	50.0%	50.0%	64.3%	7.1%	0.0%	0.0%	0.0%	0.0%	28.6%	7.1%	35.7%	57.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Shortlands	10	1.5%	50.0%	50.0%	60.0%	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%	0.0%	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown ward	83		63.9%	36.1%	47.0%	7.2%	12.0%	6.0%	0.0%	2.4%	25.3%	8.4%	24.1%	67.5%	3.6%	0.0%	0.0%	1.2%	3.6%

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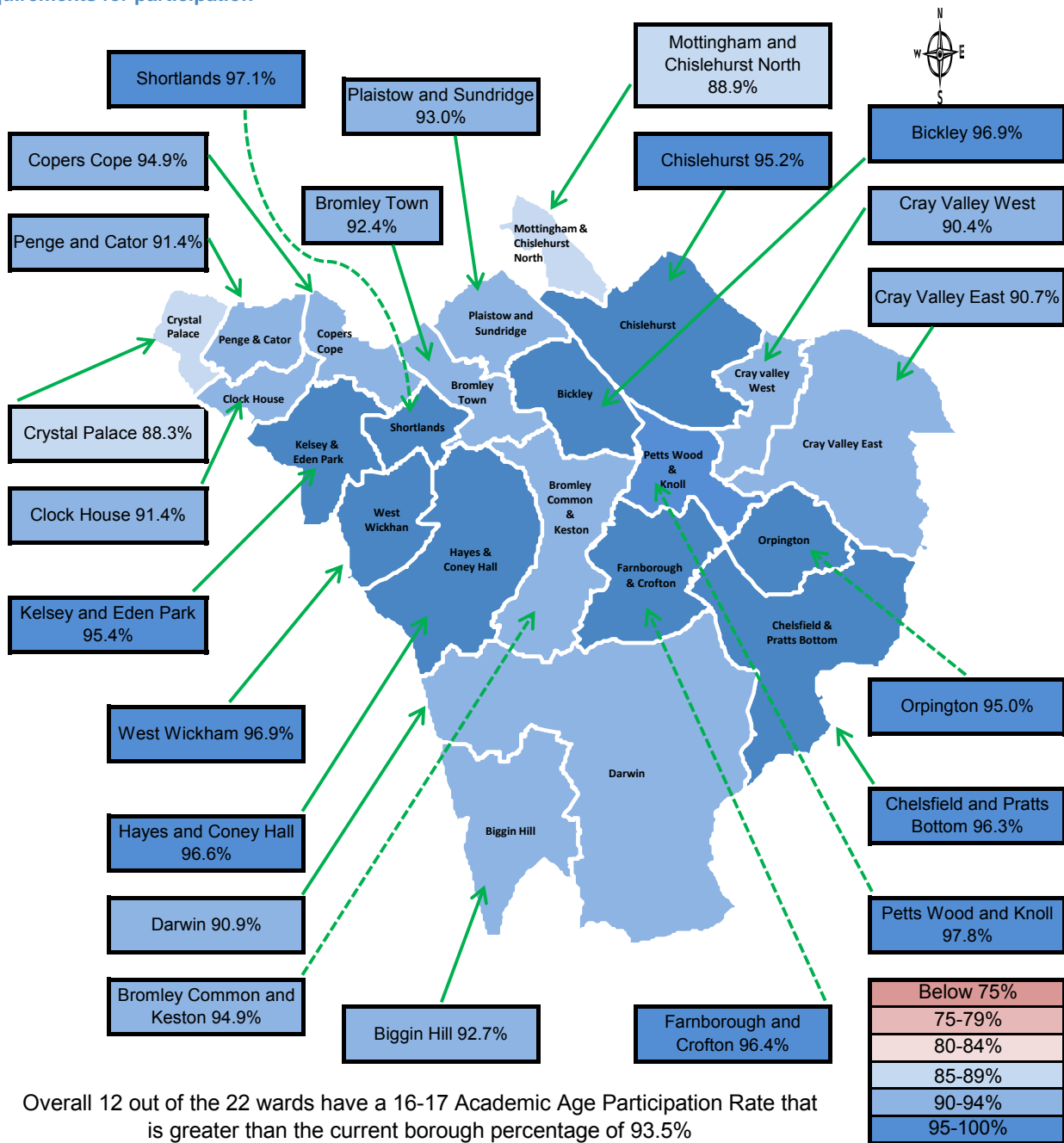
M - Male F - Female
 Wh - White Mi - Mixed Bl - Black As - Asian Ch - Chinese Ot - Other No - No Information
 SEND - Statemented TM - Teenage Mother P - Pregnancy L - Looked after / in care CL - Care Leaver

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Academic Age 16-17 Meeting the Duty to Participate

Proportion of 16-17 year olds recorded as meeting the minimum requirements for participation

Ward of Residence	Cohort	%
Bickley	290	96.9%
Biggin Hill	259	92.7%
Bromley Common and Keston	391	94.9%
Bromley Town	317	92.4%
Chelsfield and Pratts Bottom	294	96.3%
Chislehurst	231	95.2%
Clock House	257	91.4%
Copers Cope	158	94.9%
Cray Valley East	398	90.7%
Cray Valley West	470	90.4%
Crystal Palace	230	88.3%
Darwin	99	90.9%
Farnborough and Crofton	394	96.4%
Hayes and Coney Hall	411	96.6%
Kelsey and Eden Park	416	95.4%
Mottingham and Chislehurst North	253	88.9%
Orpington	340	95.0%
Penge and Cator	350	91.4%
Petts Wood and Knoll	270	97.8%
Plaistow and Sundridge	300	93.0%
Shortlands	206	97.1%
West Wickham	413	96.9%
Unknown Ward	79	53.2%



Within the London Borough of Bromley 10 out of the 22 wards of the borough have a participation rate of over 95.0%.

The ward with the highest participation rate is Petts Wood and Knoll with 97.8% participation. The ward with the lowest participation rate is the Crystal Palace ward with only 88.3% participation.

79 young people are currently recorded as Unknown Ward. 53.2% of this group are currently recorded as participating.

Overall 12 out of the 22 wards have a 16-17 Academic Age Participation Rate that is greater than the current borough percentage of 93.5%

Participation Report 2015/16

16 & 17 Year olds National & Regional Data

Data displayed is collated from individual Local Authorities returns to the National Client Caseload Information System (NCCIS) Data comparison is December 2015 against last published DfE data set from November 2015.

The data sets for the City of London & the Isle of Silly are excluded from the Quintile/Ranking Indicators calculation due to their small cohort size. Ranking shows borough position against overall Qunitle list 150 LA's

December 2015

Raising of Participation Age

Academic Age	16		17		16 & 17		Quintile	Ranking
ENGLAND	94.8%	↑	87.4%	↑	91.1%	↑		
LONDON	95.2%	↑	89.0%	↑	92.1%	↑		
Harrow	98.6%	↑	95.8%	↑	97.2%	↑	Q1	1
Barnet	97.6%	↑	96.3%	↑	96.9%	↑	Q1	2
Hammersmith & Fulham	99.1%	↔	93.5%	↑	96.2%	↑	Q1	3
Brent	95.5%	↑	94.8%	↑	95.1%	↑	Q1	8
Camden	97.4%	↑	92.0%	↑	94.7%	↑	Q1	10
Hounslow	97.8%	↓	91.6%	↓	94.6%	↓	Q1	11
Merton	96.4%	↑	92.6%	↑	94.5%	↑	Q1	13
Newham	95.8%	↑	92.7%	↑	94.3%	↑	Q1	16
Westminster	97.1%	↑	91.5%	↑	94.3%	↑	Q1	17
Sutton	97.1%	↑	91.3%	↑	94.0%	↑	Q1	19
Havering	96.5%	↑	91.6%	↑	94.0%	↑	Q1	21
Bexley	97.0%	↑	90.5%	↑	93.7%	↑	Q1	27
Bromley	96.6%	↑	90.4%	↑	93.5%	↑	Q1	30
Kingston	96.5%	↑	90.4%	↑	93.4%	↑	Q2	34
Ealing	94.9%	↑	91.9%	↑	93.4%	↑	Q2	35
Wandsworth	94.9%	↑	90.9%	↑	92.9%	↑	Q2	46
Redbridge	94.9%	↑	90.8%	↑	92.9%	↑	Q2	47
Hackney	96.9%	↑	88.9%	↑	92.9%	↑	Q2	48
Richmond	95.5%	↑	88.2%	↑	92.0%	↑	Q3	77
Slington	96.0%	↑	87.8%	↑	91.8%	↑	Q3	83
Lambeth	93.4%	↑	89.8%	↑	91.5%	↑	Q4	92
Kensington & Chelsea	96.0%	↑	86.2%	↑	91.1%	↑	Q4	103
Lower Hamlets	93.2%	↑	88.5%	↑	90.8%	↑	Q4	107
Southwark	93.0%	↑	87.9%	↑	90.4%	↑	Q4	112
Greenwich	93.3%	↔	87.6%	↑	90.4%	↑	Q4	113
Lewisham	96.1%	↑	85.1%	↑	90.4%	↑	Q4	114
Barking & Dagenham	94.9%	↑	85.8%	↑	90.4%	↑	Q4	116
Croydon	93.0%	↑	86.4%	↑	89.7%	↑	Q5	123
Haringey	93.1%	↑	84.6%	↑	88.7%	↑	Q5	131
Hillingdon	90.6%	↑	84.6%	↔	87.5%	↑	Q5	135
Waltham Forest	91.2%	↑	82.0%	↑	86.5%	↑	Q5	139
Enfield	95.4%	↑	76.1%	↑	85.6%	↑	Q5	143
City of London	99.1%	↔	95.0%	↔	98.7%	↔	N/A	

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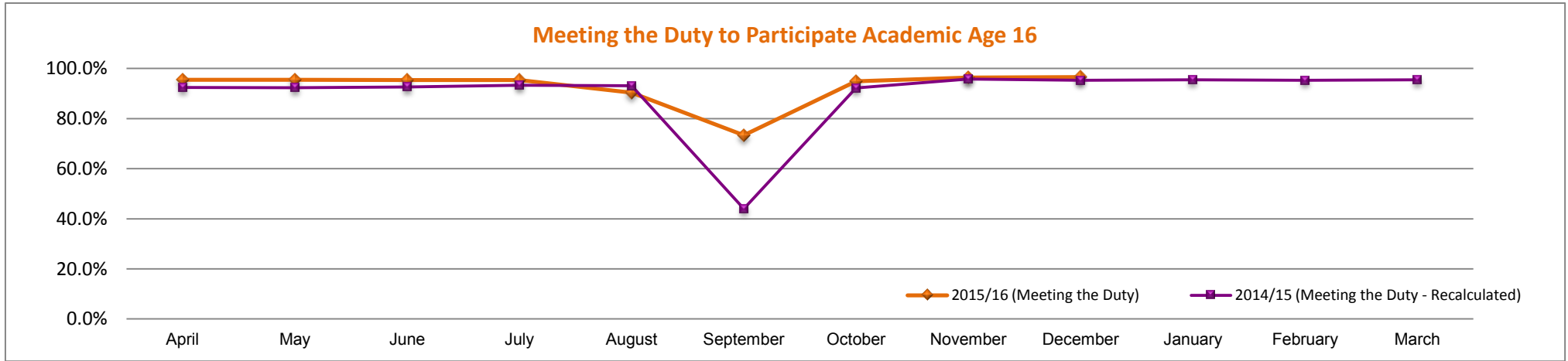
Participation Report 2015/16

16 & 17 Year olds Meeting the Duty to Participate Comparison

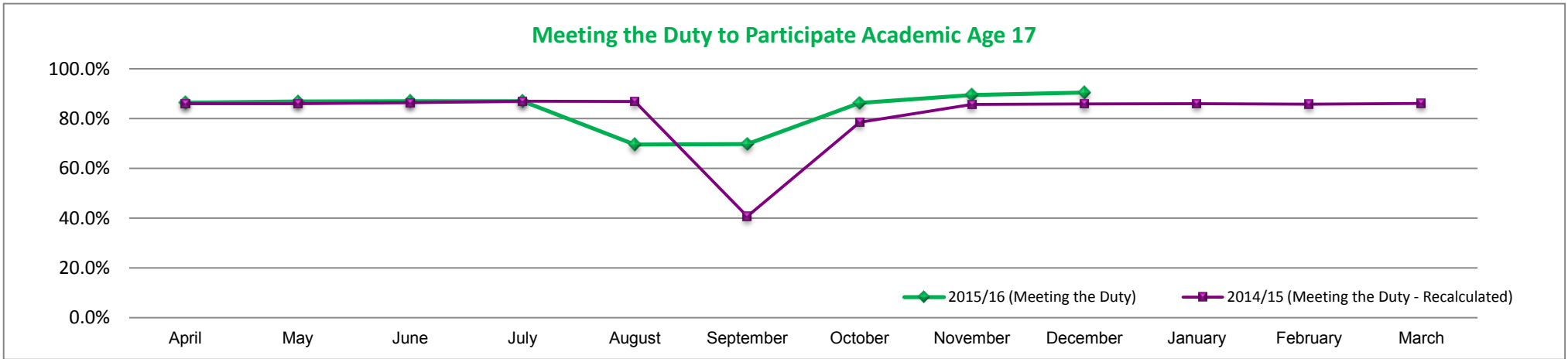
Academic Age 16-17 Meeting the Duty to Participate

Bromley

Graphs to show Year on Year comparisons for young people of Academic Ages 16 & 17



Meeting the Duty to Participate (16)	April	May	June	July	August	September	October	November	December	January	February	March
2015/16 (Meeting the Duty)	95.4%	95.5%	95.4%	95.4%	90.4%	73.3%	94.9%	96.4%	96.6%			
2014/15 (Meeting the Duty - Recalculated)	92.4%	92.3%	92.6%	93.3%	93.1%	44.0%	92.2%	95.8%	95.3%	95.5%	95.3%	95.5%
2014/15 (RPA)	92.1%	92.1%	92.3%	92.9%	92.6%	44.0%	92.1%	95.7%	95.2%	95.4%	95.2%	95.3%



Meeting the Duty to Participate (17)	April	May	June	July	August	September	October	November	December	January	February	March
2015/16 (Meeting the Duty)	86.4%	86.8%	86.9%	87.0%	69.5%	69.7%	86.2%	89.4%	90.4%			
2014/15 (Meeting the Duty - Recalculated)	85.9%	85.9%	86.3%	86.9%	86.8%	40.7%	78.4%	85.6%	85.8%	85.9%	85.7%	86.1%
2014/15 (RPA)	85.7%	85.7%	86.1%	86.7%	86.5%	40.4%	78.2%	85.4%	85.6%	85.7%	85.6%	85.8%

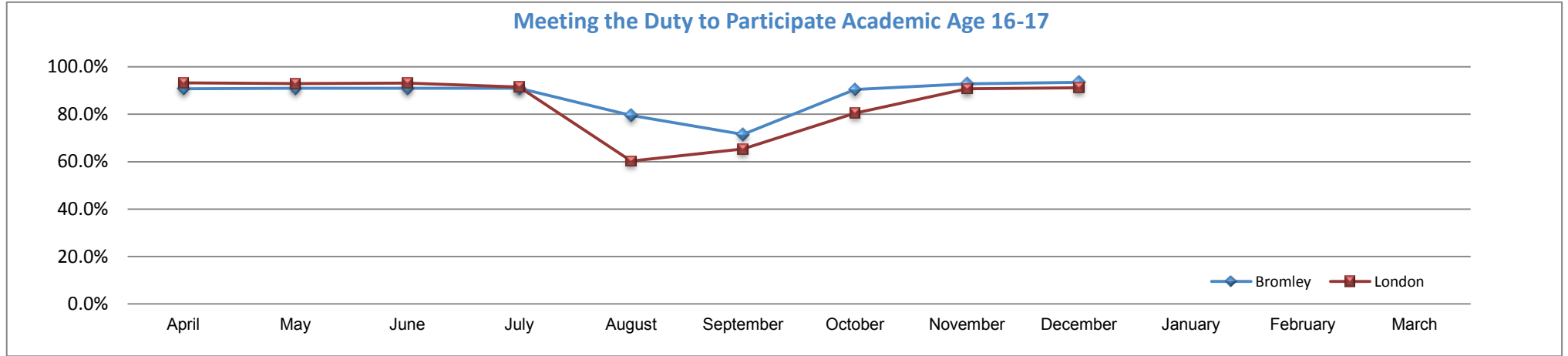
Participation Report 2015/16

16 & 17 Year olds Comparisons

Academic Age 16-17

Bromley

Graphs to show comparisons for young people of Academic Ages 16-17



Meeting the Duty to Participate 16-17	April	May	June	July	August	September	October	November	December	January	February	March
Bromley	90.7%	91.0%	91.0%	91.0%	79.6%	71.5%	90.5%	92.8%	93.5%			
London	93.2%	92.9%	93.1%	91.5%	60.3%	65.4%	80.5%	90.8%	91.2%			

Summary of Support for Young People to Access Education, Employment and Training (EET)

Provision offered by Bromley Youth Support Programme (BYSP)		
<i>Provision</i>	<i>Who can participate?</i>	<i>Numbers participating</i>
<p>Advice and Guidance Drop-in Sessions Each week BYSP provides 4 Information, Advice and Guidance drop- in sessions across the borough. Delivered at the West Hub (Streetwise), the East Hub (The Link) and 2 at Job Centre Plus in central Bromley.</p>	Young people who are NEET or at risk of NEET	Between April –Dec 2015 230 young people attended sessions
<p>BYSP one to one support BYSP Vulnerable NEET co-ordinators are case loaded with young people who are NEET or at risk of NEET. Caseload referrals are generated via the drop-in sessions, on-going tracking activity and from key partners and key multi agency meetings. Provided at the 4 Youth Hubs and community based locations throughout the borough.</p>	NEET or at risk of becoming NEET.	Between April - Dec 2015 1039 young people received 1:1 support
<p>LAC NEET Support BYSP has allocated a 0.6FTE Vulnerable NEET Coordinator to the LAC/ leaving care team. Their role is to provide support to all young people school year 11 and over who are NEET or at risk of NEET to look at options and facilitate progression to EET. They will also support young people in EET identified as at risk of dropping out.</p>	LAC and Leaving Care young people who are at risk of becoming or who are NEET	Between April –Dec 2015 BYSP has worked with 74 LAC/Leaving care young people having made 340 contacts including 143 substantial interventions. 13 young people have been supported from NEET to EET.

<p>YOT NEET Support Provide IAG and intensive support to all 16+ vulnerable NEETs presenting complex needs (including Y11s in transition to), to help their progression into Further Education, Employment and Training</p>	<p>Young people worked with by the YOS who are at risk of becoming NEET or who are NEET</p>	<p>During the period April 2015 to December 2015, the Vulnerable NEET Co-ordinator (YOS) provided face to face guidance and intensive support to 94 young people, delivered 372 face to face interventions and supported 50 young people from NEET to EET.</p>
<p>Provision offered by Bromley Education Business Partnership (BEBP)</p>		
<p><i>Provision</i></p>	<p><i>Who can participate?</i></p>	<p><i>Numbers participating</i></p>
<p>Bromley Youth Employment Scheme (YES) – Funded by LBB Councillors Initiative To increase the supply of employment opportunities for young people in Bromley and improve their work readiness. Key target to place over 100 young people (17-24) into contracted employment during the two year project lasting 6 months or more.</p>	<ul style="list-style-type: none"> • Yr 12/13 School/college students who wish to enter employment • Yr 12-14 in LBB NEET Group • 18-24 yr old Job Seekers Allowance Claimants • CLA in Years 11 and 12 for which LBB is the corporate parent. 	<p>Over 2 years the project aims to place 100 young people into contracted employment lasting 6 months or more. From April 2015- December 2015 :</p> <ul style="list-style-type: none"> • 36 young people were placed into contracted employment during this period. All sustained the six months. • 171 school sixth form students have been supported with employability skills. With 4 Next Steps events planned for the future. • The project is on track to achieve during the second year.
<p>Bromley Flexible Learning Programme Young people are offered an alternative provision for part/all of their education entitlement.</p>	<p>Pre-16 students who are not attending mainstream school</p>	<p>55 young people participated in this programme during period April 2015 – December 2015</p>
<p>BEBP Mentoring programme (funded by MOPAC secured through the Public Protection and Safety Portfolio) Mentors support young people by listening, discussing relevant issues, exploring problems, helping with planning, giving an awareness of the world of work and 'just being there'.</p>	<p>Young people who are:</p> <ul style="list-style-type: none"> • at risk of NEET, • looked after, • young offenders, • attending a pupil referral unit • disengaged, disaffected • low self esteem • young carers 	<p>124 mentoring relationships between April 2015 - December 2015 (12 of these are Bromley LAC and 6 are working with the YOS) Mentors have also supported 17 YOS workshops.</p>

<i>Provision</i>	<i>Who can participate?</i>	<i>Numbers participating</i>
<p>SkillsXtra - sold service offered to school. This programme offers support through an extended work experience placement with an employer (1/2 days per week).</p>	Pre-16 and post 16 students who are NEET or at risk of NEET	6 young people are currently participating in our SkillsXtra programme
<p>Work Experience for CLA – Part funded through YES To increase the offer of work experience opportunities to help Children Looked After by LBB to access the workplace and improve their employability prospects.</p>	Pre & post 16 LAC at risk of becoming NEET	Work Experience placements were secured and organised for 11 CLA young people in Years 11/12 during summer 2015. These were in a range of work place settings including LBB, Veterinary Centre, Churchill Theatre and two local engineering companies. Hill Engineering in Orpington were so impressed with the young person from Priory School, they offered him an apprenticeship.
<p>N-Gage - LBB was a subcontractor through Prospects for this ESF funded programme of support. It offered careers information, advice and guidance, employability and personal skill development workshops to improve access to Post 16 education. <i>Programme ended July 2015</i></p>	Yr 10 and Yr 11 students identified as at risk of becoming NEET by their school.	45 KS4 students were supported from September 2014 to July 2015 with motivational/team building sessions, 1:1 careers support, vocational taster sessions at Bromley College and Apprenticeship events. Students were from Bullers Wood, Bishop Justus CE and Priory Schools.
<p>Youth Contract - DfE sponsored programme The purpose of the Youth Contract programme for 16- and 17-year-olds is to engage young people who are hardest to reach and support them into education, training or a job with training. <i>Programme ended July 2015</i></p>	<p>16 or 17 years old, NEET and satisfy one of the following:</p> <ul style="list-style-type: none"> • Have no more than 1 GCSE at A* to C • Be LAC/Leaving Care • under a Community Order or released from custody 	<p>59 young people enrolled onto this programme, of which 31 have been re-engaged into a positive activity such as a place at college or with a training provider. 17 have been positively sustained in education, training or supported learning for a period in excess of 5-6 months from the re-engagement stage of the programme.</p>

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Report No.
ED16025

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: EDUCATION POLICY DEVELOPMENT AND SCRUTINY COMMITTEE

Date: Tuesday 8 March 2016

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

Title: BROMLEY ADULT EDUCATION COLLEGE REORGANISATION PROGRESS UPDATE

Contact Officer: Jane Bailey, Director: Education
Tel: 020 8313 4146 E-mail: jane.bailey@bromley.gov.uk

Chief Officer: Director: Education (ECHS)

Ward: (All Wards);

1. Reason for report

- 1.1 At the meeting of the Education Policy Development and Scrutiny Committee on 19 January 2016 Members requested that a report setting out the criteria to be used for selecting the 2016/17 adult education curriculum be presented at their next meeting.
 - 1.2 Paragraph 3 sets out the criteria to be used and outlines the context for each of the criteria.
 - 1.3 For information, paragraph 4 provides an overview of the forthcoming devolution and area review plans for all post-16 education funding. It is expected that this will influence future funding allocations and the type of provision for which they can be used from the academic year 2017/18 onwards.
 - 1.3 At the same meeting on 19th January members also requested a progress update on actions taken in relation to the Equality Impact Assessment Plan. The table in paragraph 5 shows the progress made to date.
-

2. **RECOMMENDATION(S)**

That the Education Policy Development and Scrutiny Committee note the contents of this report and provide comments to the Education Portfolio Holder

That the Education Portfolio Holder considers the content of this report, the comments of the Education PDS committee and agrees the criteria for selecting the curriculum for the 2016/2017 academic year.

Corporate Policy

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

Financial

1. Cost of proposal: Not Applicable:
 2. Ongoing costs: Not Applicable:
 3. Budget head/performance centre: Adult Education Centres
 4. Total current budget for this head: Cr £220k (controllable)
 5. Source of funding: 2016/17 revenue budget
-

Staff

1. Number of staff (current and additional): 47 on permanent contract, 307 casual/sessional workers, 70.07 FTE
 2. If from existing staff resources, number of staff hours:
-

Legal

1. Legal Requirement: Non-Statutory - Government Guidance:
 2. Call-in: Not Applicable:
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): Current 6,000, projected 4,000
-

Ward Councillor Views

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

3. DEVELOPING THE 2016/17 CURRICULUM

- 3.1 Planning for the 2016/17 curriculum will start in March 2016. The criteria used to determine the range of subjects will need to take into consideration the recommendations in the Ofsted Inspection report of March 2015, the local priorities of Bromley Council, national priorities for publically funded post-16 education providers and the Skills Funding Agency Funding rules for 2016/17.
- 3.2 In 2016/17 it is envisioned that all courses will meet one or more of the following criteria:
- Provide progression into employability and/or further study
 - Lead to recognised qualifications
 - Meet national and local learning and skills priorities
 - Contribute to learners' improved mental and/or physical health
 - Adhere to the principles of community engagement, particularly with regards to disadvantaged residents and communities in the Borough
 - Suitable accommodation and resources, either on BAEC premises or off site
 - Generate fee income or add value to the public grant through the Pound Plus principle.
- 3.4 **Progress into employability and/or further study.** These courses will provide steps towards employment, either in an employed capacity or through self employment. Through the development of skills and knowledge, the courses will help to improve the prospects of those in a current job role as well as for those seeking employment. Such courses also help to build people's confidence to either to start to look for work or start their own business. Programmes under this criterion will also provide stepping stones to further learning and training and re-engage people with the learning process after a long break from education. Provision will include identified progression routes from non accredited learning and/or entry level through to levels 2 and 3 with some leading directly onto further accredited study, either in-house or at other providers.
- 3.5 **Lead to recognised qualifications.** Courses will be planned that lead to a recognised qualification with a suitably regulated awarding organisation. These courses will meet the identified national government priorities for up skilling the workforce and integrating residents. Other courses will meet local priorities and may be delivered in partnership with, and on behalf of, other local stakeholders. All courses will meet criteria set out in the 2016/17 SFA Funding Rules.
- 3.6 **Meet national and local learning and skills priorities.** Courses in English, maths, English for speakers of other languages (ESOL), job search skills and parenting skills will ensure public funding is used to help meet central government priorities. In line with the BIS Skills funding Letter for 2016/17, provision will include GCSE, Functional Skills and stepping stone qualifications in English and maths. Local priorities will be met by courses aimed at maintaining cognitive skills in older learners, such as modern foreign languages, or practical skills that delay the onset of dementia symptoms, such as creative arts and crafts. The local priority to support learners with learning difficulties and disabilities will comprise courses to promote confidence, effective communication, employability and life skills. Courses using static or mobile computing equipment will contribute to improved digital literacy, so that learners can make better use of public and commercial services and are more involved in local decisions.
- 3.7 **Contribute to learners' improved mental and/or physical health.** Courses that will help to improve self esteem, self confidence and general well being will continue to form part of the curriculum. Such courses help to promote social, cultural, spiritual and moral

development, and have been shown to benefit learners suffering from isolation and feeling vulnerable. Provision aimed at improving stamina, coordination and strength, especially with older learners at risk of muscle degeneration and arthritis, will also continue to form part of the curriculum. These courses will focus on maintenance of skills and a steady improvement in fitness levels. Targeted groups include people who may not participate in mainstream classes due to cultural barriers and those from low income backgrounds who cannot afford market rates to join a gym and participate in physical activities. The courses will contribute to Build a Better Bromley strategic objectives of reducing health inequalities for Bromley residents, and generating greater personal responsibility for health.

3.8 Community Engagement. This category will comprise of provision such as family English, maths and language (FEML), wider family learning (WFL), courses targeted at marginalised older people and the community partnership provision, including that delivered through sub-contracting arrangements. These courses contribute to the Build a Better Bromley overall vision. They foster intergenerational learning and offer progression to accredited courses at BAEC and meet identified needs of specific groups, such as older learners, ethnic minorities and young mothers; as well as increasing opportunities for people of different backgrounds to share in learning and increase community cohesion. Some courses under this criterion will focus on 'soft skills' increasing self and group confidence, sense of achievement and participation in public life.

3.9 Accommodation and resources. Provision will be planned to make best use of the accommodation available. The Poverest site will continue to be the main centre for discrete provision learners with learning difficulties and disabilities. Learning needs, traffic flow and safeguarding will be considered when planning use of mainstream and specialist classrooms. All provision will maximise use of existing specialist facilities at both Kentwood and Poverest. Priority will be given to training that leads to recognised qualifications, or engages disadvantaged learners in education. Other courses will be planned to meet unmet local demand and help to generate income to help support a sustained local offer for residents.

3.10 Fee income and the Pound Plus principle. The adult education service will need to continue to generate income through the charging of student fees if it is to achieve a balanced budget. Therefore continuing to provide a range of popular, well attended courses that residents will pay subsidised or full costs rates for will remain s one of the objectives for the service. Adult Education managers will need to continue to monitor financial viability at individual course level so that only those courses that meet the required income levels run. At the time of planning courses, consideration will need to be given to levels of demand so that the fee income target needed to sustain the service is met.

3.11 Under Community Learning funding rules, providers are expected to add value to this public contribution to adult learning, this is known as the Pound Plus principle. When working with community partners adult education staff will continue to seek to maximise the value of the public grant by negotiating other forms of investment. These contributions may include use of accommodation and/or resources; specialist skills support e.g. interpreter, childcare, support staff; use of volunteers; other sources of funding or sponsorship.

4. POST 16 AREA REVIEWS

4.1 In the March 2015 Budget, the Chancellor announced that government would be devolving further powers to the Mayor of London, including over skills and skills training. It is proposed that these powers will allow the Mayor to tailor skills provision to meet London's needs.

- 4.2 In its productivity plan “*Fixing the Foundations: Creating a more prosperous nation*” (July 2015) the national government indicated its intention to set up local and regional reviews of the post-16 education landscape. This 3 year plan will lead to the devolution of the Adult Skills budget, or Adult Education Budget as funding stream is being called from the start of the 2016/17 academic year. The expected outcome of this process will be a series of reports with clear recommendations for change in post 16 education and skills training at local and regional levels.
- 4.3 The phased review process for London will commence in March 2016.
- 4.4 For the purpose of this review process, London has been divided into 4-subregions, West, Central, South and East. The London Borough of Bromley is included as part of the East London sub-region and it is anticipated that the process for this region will commence in May 2016.
- 4.5 All four sub-regional groups will report to a London Wide Steering Group, which is to be chaired by the Mayor of London.
- 4.6 Once the review process is complete and a devolution deal agreed, each devolved area will have the delegated powers to adjust a provider’s funding allocation depending on the identified needs and priorities that have been agreed at the Steering group level.
- 4.7 It is currently anticipated that by 2017/2018 the recommendations of the steering groups will start to influence the process of agreeing local outcomes and funding allocations with providers. It is planned that by 2018/19 all responsibility for the Adult Education Budget will be devolved down to regional levels.
- 4.9 Other anticipated outcomes from the review and devolution process include; fewer, larger more resilient and efficient providers (i.e. mergers); more effective collaboration between remaining providers; sharing of back office services between institutions; increased use of technology to deliver and assess learning; better quality of provision through reduction/elimination of poor provision and the introduction of greater curriculum specialisation

5. PROGRESS ON ACTIONS IDENTIFIED IN THE IMPACT ASSESSMENT PLAN

- 5.1 An equality impact assessment on the likely outcomes of the proposed changes to the adult education service was undertaken in parallel to the consultation process. Feedback received from users, staff and other stakeholders was used to inform the impact assessment.
- 5.2 Table 1 below summarises the progress made to date against actions planned to mitigate anticipated negative impacts.

Negative Impact		Action to be taken	Expected outcomes	Timescale	Progress
1	Some older learners attending mainstream provision at Widmore will have further to travel and reduced choice of provision	Identify alternative venues and/or alternative providers across Bromley.	Dispersal of Leisure-type courses across different providers and/or venues across the Bromley area.	Process to start following the final decision.	List of alternative providers, locations and contact details under development. List of potential alternative venues for use by BAEC under construction and programme of site visits underway. In addition, the Council has stated a commitment to work with other providers to provide a robust adult education offer across the Borough
2	Reduction in available ESOL qualification classes for those currently accessing Widmore	Establish ESOL Community learning delivered through Community partners. Place classes at venues such as the Mottingham Centre and Church Halls.	ESOL provision dispersed into community venues across the Bromley area.	Process to start following the final decision.	Curriculum planning due to start March 2016. Potential alternative venues – see 1 above
3	Closure of nurseries at Widmore and Kentwood could present barrier for some learners	Identify alternative providers in order to signpost provision, and ensure eligible learners are made aware of funding for alternative nursery care.	Eligible learners will have access to alternative childcare provision across the Bromley area.	June 2016	Officers to liaise with early Years Team
4	Those living near to the Widmore Centre would no longer have a local adult education centre and be deterred from accessing Kentwood and Poverest	Identify alternative venues and/or alternative providers across Bromley.	Dispersal of Leisure-type courses across different providers and/or venues across the Bromley area.	Process to start following the final decision.	List of alternative providers, locations and contact details under development. List of potential alternative venues for use by BAEC under construction and programme of site visits underway.

5	Risk of older, retired residents who attend leisure classes becoming isolated resulting in deterioration of mental and physical well-being	Include the Social Services and Public Health departments of the Council in partnership arrangements to target provision at the most vulnerable learners to access them and deliver community provision.	Vulnerable learners will have access to community provision across Bromley in order to help their well-being.	May 2016	To be considered when establishing membership of Strategic Partnership Board – see item 9 below
6	Loss of some specialist classes at Widmore may lead to these trades being lost in the future.	Identify alternative existing providers, and those providers able to relocate resources to their own premises, outside of the council. Identify equipment that can be easily relocated to either Kentwood or Poverest.	The majority of the range of courses currently on offer will be offered by BAEC and other providers across Bromley.	Process to start following the final decision.	Inventories of equipment and resources complete and updated. Meeting with Audit planned for w/c 29/02/16 to agree process for release of equipment / resources that will no longer be used by council services.
7	Some courses which could aid adults to set up their own business or help students return to employment may be curtailed or reduced in volume.	Find alternative providers within the borough and signpost these providers on the BAEC website. Prioritise employment related courses where funding and facilities allow and where a local need is indicated.	Learners will have access to a range of employment-based courses across the Bromley area.	Process to start following the final decision.	Progress as item 1 above. In addition, courses that lead to employment are included as a key criteria for developing the 2016/17 curriculum, planning to start March 2016
8	Some creative art/craft based leisure courses may be discontinued which are recommended by medical profession for patients suffering from depression or mental illness. Some physical therapy classes act as a form of therapy and can help to manage or relieve pain.	Identify alternative providers within the Bromley area. Yoga and Pilates courses will continue as part of the provision offered by BAEC. Support tutors to make alternative arrangements outside the council, and signpost these courses on the BAEC website. Continue to work with existing community partners to support adults with mental ill health.	Continuation of a wide range of courses. Continued partnership with the Public Health and Social Services departments will help support signposting for medical referrals.	Process to start following the final decision.	As item 1 above. In addition: Appropriate trainers identified to help support tutors who opt to run courses independently of the Council. Officers in negotiation with regard to timings of training activities.
9	Disadvantaged adults who live within 3 miles of Bromley	Strategic Partnership Board partners will have remit to	A wide range of provision will be on offer in community	June 2016	Officers and Portfolio Holder to agree membership profile

	Centre will have no local adult education centre	ensure disadvantages groups have access to lifelong learning in local community venues.	venues to support disadvantaged adults in Bromley.		for new Board.
10	Increased user levels at Poverest site may result in lack of space at break times. The overcrowding may act as deterrent for some adults with learning difficulties and disabilities who are used to smaller groups and do not like crowds.	Working strategically to ensure LDD provision is put in place with staggered breaks to help the process.	Full integration of LDD users and no disruption to their learning and the LDD provision.	August 2016	Programme planning due to start March 2016. Space identified to extend seating area for break times at Poverest to help minimise overcrowding.
11	Some adults, in particular those with autism, will not cope well with forthcoming changes of consolidating three centres into two	Put strategies in place so all LDD learners are integrated.	Full integration of LDD users and no disruption to their learning and the LDD provision.	August 2016	Programme planning due to start March 2016

Non-Applicable Sections:	Policy/Financial/Legal/Personnel
Background Documents: (Access via Contact Officer)	Equality Impact Assessment Issued as Appendix 5 to the report Bromley Adult Education College Update to the Education PDS, 19 January 2016 (Report No ED16002)

1. Introduction

The Committee welcomed Cllr Peter Fortune who has taken over from Cllr Stephen Wells as Portfolio Holder for Education. We thank Cllr Wells for his service and close co-operation with the committee over the past three years and thank Cllr Fortune for his thoughtful and co-operative approach since his appointment.

2. Overall Objectives

The Education PDS Committee decided that the overall objectives of their work should remain those established previously.

Select Committee hearing on key objectives

At the first meeting of the year the Committee held a Select Committee style hearing on a variety of key issues, the most important of which was the pressure on school places as a result of the increase in pupil numbers. Cllr Peter Dean, the Chairman of the Development Control Committee and Cllr Colin Smith, the Deputy Leader of the Council (in the absence of the Leader who was abroad) appeared before the committee. Members generally agreed that the Planning Service should be involved in all discussions around potential new schools and expansions of existing schools to resolve planning issues at an early stage. There was also a need to identify education sites for development in the Local Plan to meet future demand for school places, and the Chairman of Development Control Committee emphasised that this was likely to include Green Belt land.

3. Improving pupil, school and governance performance.

The Committee's key objective is improving pupil, school and governance performance.

The Committee considered, at each of its five meetings, a report on *Ofsted* inspections and, where necessary, the steps being taken by schools to respond to matters highlighted in the inspections.

The Governor Approval Panel consisting of Cllr Peter Fortune, Cllr Nicholas Bennett and Mr Rob Northcott, the former head teacher of Langley Park School for Boys, met throughout the year to interview and approve prospective LA governors.

The Committee, as in 2014-5, is to consider reports on *Elective Home Education* and an update on on those young people '*Not in Education, Training or Employment*' (NEETS) at it's March meeting.

4. Progress towards all schools becoming academies

Our second key objective is:

To encourage all Bromley schools to become academies.

The Committee's Academies Working Group met on 28th January 2016 and will meet again in March. The Working Group noted that the majority of the remaining schools still under Local Authority control were now in the process of becoming academies or taking active steps towards that end. One of the central issues which the Portfolio Holder was taking forward with government was the fact that Bromley was now third in the country for the number of schools which had converted and that it was becoming increasingly uneconomic to run a traditional Education Department with so few schools still under LA control and that a 'tipping point' has been met which should lead to all schools converting.

During the coming year it is proposed that the Committee should examine what the education function of the LA would look like once operational control of schools disappears.

5. Extending provision and diversity of choice

The continued rise in pupil numbers required several meetings of the *School Places Working Group* under the Chairmanship of Councillor Judi Ellis.

The Committee continues to be concerned about the ability of the Authority to meet its' statutory responsibilities. A number of applications for school expansions have not received planning permission. The Portfolio Holder, together with Cllr Philpott his Executive Assistant, have commissioned data packs showing the pressures on school places in each ward.

6. Commissioning of services

Plans to commission education services were discontinued following market testing as the bids did not provide sufficient benefit to the Council. An appraisal is being carried out to establish whether there are other options for the delivery of individual and/or groups of service, for example shared services with other local authorities, social enterprise/ mutual options etc.

7. Education Budget

The Committee's work had been greatly assisted by Councillor Neil Reddin's chairmanship of the *Education Budget Sub-Committee* which has undertaken an in-depth examination of the savings required to meet the Council's balanced budget for 2016-7.

8. Adult Education

We reported last year on the deficit in the Adult Education Budget largely as a result of reductions in government grant. Following a full examination of the service and a comprehensive consultation with staff and students, the Portfolio Holder recommended the closure of the Widmore Road centre and the transfer of courses to other centres. The Committee added three recommendations to the report which were subsequently agreed by the Council's Executive.

The Committee will be receiving further reports setting out the criteria to be used in developing the 2016/17 curriculum and the implementation of the Impact Assessment Action Plan,

9. SEN Transport

The Committee supported changes to the SEN Transport policy to operate from September 1st 2015. The new policy includes trialling muster points for some students.

10. Youth Offending Service

A joint meeting was held on 22nd July 2015 with members of the Care Services and Public Protection PDS Committees examining the performance of the Youth Offending Service.

The Committee took evidence from Doug Patterson, Chief Executive, Kay Weiss, the Assistant Director Safeguarding, and the then interim Head of the Service.

The meeting was called to consider a report from HM Inspectorate of Probation which found the Service to be poor. Members of the three committees cross-examined the witnesses on how the Council had failed to recognise that the service was seriously underperforming. The meeting received firm assurances that as a result of the inspection an Improvement Plan had been put in place which was being overseen by a newly created Youth Offending Services Management Board

chaired by the Chief Executive. Having considered the evidence the meeting agreed that the Education PDS Committee would have a standing item at each of its meetings to monitor progress.

A report has been presented at each of the subsequent Education PDS meetings by the new Interim Head of Service, Mr Brennen. Progress is being made, albeit slowly in some areas, to address the issues raised by the Inspection.

10. Regional Schools' Commissioner

Dominic Herrington, the Regional Schools' Commissioner for the South East of England attended the Committee's meeting in January 2016 and gave a presentation on his role. Mr Herrington is responsible for the academies and free schools in 22 local authority areas stretching from Bromley to the Isle of Wight and Hampshire.

The main responsibilities of the RSC are:

To take action when an academy is underperforming;

Decide on the development of new academies;

Address underperformance in maintained schools through sponsored academies;

Make recommendations to ministers about free school applications;

Encourage organisations to become academy sponsors;

Approve changes to open academies

Amongst the issues discussed with Mr Herrington were: the need for a local authority governor on academy governors to maintain the link with the local authority; the importance of Multi-academy Trusts (MATs) and, the role of free schools in the new education landscape.

12. 2016-17 Select Committee Structure

It has been agreed by the *Constitution Improvement Working Group* that the Education PDS should act as a prototype for a new way of working. From May the Education PDS Committee will be transformed into the Education Select Committee. The Portfolio Holder will still face public questions and give an update at each meeting and take questions from the committee but pre-decision scrutiny of the Portfolio Holder decisions will be restricted to those called in.

The Select Committee will select issues for in depth examination and a call for evidence will be published. The sessions will follow the pattern already established by the PDS Committee in its examination of safeguarding and the inquiry into the performance of the Youth Offending Service.

13. Thanks

This brings to an end my fourth report on the work of the Committee. I should like to pay tribute to all the members of the Committee for their hard work and co-operation. I also thank Councillor Neil Reddin for his support as Vice Chairman and Chairman of the Education Budget Sub-Committee, and to Cllr Judi Ellis who chaired the School Working Group. Tony Wright-Jones, the Secondary School's representative left the committee part way through the year on the reconstitution of St Olave's Governing Body. Tony was a valued member of the PDS and he is much missed. The Committee also places on record, the work of Jane Bailey, Director of Education, and all her staff. During the year Kerry Nicholls our long serving committee clerk transferred to service other committees and her place was taken by Philippa Gibbs who has returned to Bromley after working

for Sevenoaks District Council. We are delighted that Philippa has the same hard working and efficient attributes as Kerry and we have enjoyed a seamless transition of regime.

Councillor Nicholas Bennett JP
Chairman Education PDS Committee

Report No.
ED16027

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: Education Policy Development and Scrutiny Committee

Date: 8th March 2016

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

Title: EDUCATION PROGRAMME 2015/16

Contact Officer: Angela Buchanan, ECHS Planning & Development Manager
Tel: 020 8313 4199 E-mail: angela.buchanan@bromley.gov.uk

Chief Officer: Mark Bowen, Legal & Democratic Services

Ward: Borough-wide

1. Reason for report

- 1.1 This report will provide a programme of scheduled items for the Education Select Committee to consider.
-

2. **RECOMMENDATION(S)**

- 2.1 **Members of the current Education PDS Committee are invited to consider potential issues for consideration at the first meeting of the Mayoral year; and, note the most recent school visits scheduled to take place appendix 1.**

Corporate Policy

1. Policy Status: Existing Policy: As part of the Excellent Council stream within Building a Better Bromley, PDS Committees should plan and prioritise their workload to achieve the most effective outcomes.
 2. BBB Priority: Children and Young People: To secure the best possible future for all children and young people in the Borough, including a clear focus on supporting the most vulnerable children and young people in our community.
-

Financial

1. Cost of proposal: No Cost
 2. Ongoing costs: Not Applicable
 3. Budget head/performance centre: No specific budget head
 4. Total current budget for this head: £N/A
 5. Source of funding: Council's Base Budget
-

Staff

1. Number of staff (current and additional): N/A
 2. If from existing staff resources, number of staff hours: N/A
-

Legal

1. Legal Requirement: No statutory requirement or Government guidance:
 2. Call-in: Not Applicable
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): This report is intended primarily for members of this Committee to use in controlling and reviewing their ongoing work.
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Ward Councillor Views

1. Have Ward Councillors been asked for comments? No
2. Summary of Ward Councillors comments: Not Applicable

3. COMMENTARY

Work Programme

- 3.1 The Committee are asked to consider potential items for the first meeting of the Mayoral year and future meetings of the Education Select Committee.
- 3.2 Any work programme will reflect the areas outlined on the previous agenda item. The purpose of the work programme is to reference future work and enable it to be amended in the light of future developments and circumstances. The programme will also list the meetings of the Executive and Working Groups with dates (once scheduled).

Council Member Visits

- 3.3 Five visits have been organised for the spring term (see attached appendix 2) of these four have already taken place and the last one will take place later this week. All Elected Council Members and Co-opted Members are invited to attend Council Member Visits and are asked to make known their interest by responding to the emails from cheryl.adams@bromley.gov.uk
- 3.4 The next visits will be organised for the autumn term (Sept – Dec 16), suggested dates and schools will be circulated late June early July.

Non-Applicable Sections:	Policy, Financial, Legal and Personnel Implications
Background Documents: (Access via Contact Officer)	

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COUNCIL MEMBERS' VISITS

Spring Term 2015

Establishment Name	Date	Council Members Attending
Hillside Primary School (Academy)	Thursday 14.01.16	Cllr Christopher Pierce Cllr Mary Cooke Cllr Nicholas Bennett Cllr Robert Evans Cllr Stephen Wells Cllr Peter Fookes
Blenheim Children and Family Centre (Orpington)	Friday 29.01.16	Cllr Mary Cooke Cllr Peter Fookes Cllr Ruth Bennett
Bullers Wood School)	Thursday 11.02.16	Cllr Julian Bennington Cllr Keith Onslow Cllr Neil Reddin Cllr Peter Fookes
Hollybank	Thursday 26.02.16	Cllr Christopher Pierce Leslie Marks (Co-Opted Member) Cllr Mary Cooke Rosalind Luff (Co-Opted Member) Cllr Ruth Bennett Cllr Peter Fookes
Balgowan Primary School(Academy)	Thursday 10/03/16 09.30 – 11.00	Cllr Julian Bennington Cllr Nicholas Bennett Cllr Stephen Wells Cllr Neil Reddin Cllr Kathy Bance Darren Jenkins (Co-Opted Member) Cllr Peter Fookes

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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