

**Education Portfolio Priorities
(Including the Education Covenant & Commitments)
January – December 2013**

Spring Term Update May 2013
Draft until after PDS Committee comments

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The London Borough of Bromley Education Covenant

This Covenant compliments our 17 Education Commitments approved by the Full Council on 21 January 2013

Our 17 Educational Commitments set out this Council's educational philosophy and general principles. In those Commitments we make it clear that the LEA working with Governing bodies welcome and encourage all schools to become Academies with all the independence of action that such Academy status brings. We support the creation of new Free Schools and the expansion of selective education. Three Free Schools have only recently been approved to open in the north of the Borough.

We are mindful of the fact that education in this Borough is being provided through public funds, in buildings which in many cases were paid for by the local community or by the churches and with public support to provide an education for the children of the Borough and surrounding area. We as a Council and indeed as a community all have an obligation to children and young people and we outline our commitments to them and our expectation of them below.

As a Council:

We retain more than 250 statutory educational duties including some major overarching responsibilities. As the civic leader of the community, we have a duty to the residents of the borough: to ensure that there are sufficient school places; that the quality of the education provided is of the highest standard; that our children leave school prepared for a successful and fulfilled adult life; and that our young people are able to play their part as citizens in a democratic, economic prosperous Britain.

For Parents:

We will provide a choice of good and outstanding schools (including academies and Free Schools) in which your children can thrive socially and academically. In return, we expect you to support your children by ensuring they attend school, behave well, undertake school and homework, and co-operate with school staff.

For Pupils:

We will work to ensure that your school provides a first rate education suited to your needs in safe and secure buildings. In return, we expect you to attend regularly, work hard, be well behaved and co-operate with your teachers.

Of School Governors:

Rightly we are very grateful for the voluntary service you give to your community as Governors. Your school or academy will give you access to high quality training and development to enable you to do your job well. In return, you will be expected to take an active part in the governance of your school, ensuring that it delivers a high quality education in a safe and secure environment, providing good value for public money.

For School Leaders:*

To work with children and young people is a huge privilege. We expect all our schools to co-operate with the local authority in delivering on the five outcomes given in Every Child Matters:

- Be Healthy
- Stay Safe
- Enjoy and Achieve
- Make a Positive Contribution
- Achieve Economic Wellbeing

For Residents:

We will ensure: that there are sufficient school places in the borough; that schools are monitored to ensure a high quality of education and behaviour; and that there is value for money provided to the tax payer. In return, we hope that you will support your local school in fundraising, charitable and other activities to support the wider community they serve.

For Local Business:

We will encourage schools to ensure: that pupils leave school well equipped for the world of work; and that they have the skills and attributes to be good citizens. In return, we hope that you seek to employ local young people wherever appropriate and provide Saturday part-time work or work experience where possible. We will also encourage and welcome applicants from local businesses to play an active role as school governors.

*** Academies**

Academies have a Section 10 of the Children Act 2004 duty to co-operate with the LA to ensure children's well-being. The LA has a duty under Section 11 of the Children Act 2004 to safeguard children in its area.

There is a statutory obligation on academies to co-operate with LAs pursuant to Section 10 of the Children Act 2004; Section 10 provides for "co-operation and well-being".

It is considered that such obligations do not interfere with an academy's independence; the creation of an academy does not rid the LA of its (pre)existing obligations regarding the welfare of children. Academies should view this in the spirit of co-operation rather than bureaucracy.

(We would expect that this duty to co-operate would include the provision of statutory information and data to the Council.)

Education Commitments (* not specifically covered by an action within the 2013 Plan)

Commitment	Portfolio Plan Priority May Update
General Principles we...	
1. believe in the right of parents (where practicable) to have as much choice of schools as possible including faith schools;	Promote educational opportunity in the borough ensuring all families have a choice of good and outstanding schools and early years providers; Work with governing bodies, the Department for education and others to expand popular and successful schools and create additional early years capacity;
2. will support and encourage all Bromley LA schools to convert to academy status;	Support all maintained schools to enter into the academy programme to allow them to benefit from the opportunities it presents; Use the academy and Free School programme to promote and develop further that choice;
3. support the creation of 'Free Schools' and, where appropriate, will encourage local parents to apply for one;	Use the academy and Free School programme to promote and develop further that choice; Encourage parents, faith groups and others to work with the borough to increase the range & diversity of the outstanding schools on offer;
4. will continue to support the expansion of selective education, including Grammar Schools, particularly in the central and northern part of the Borough;	Work with governing bodies, the Department for education and others to expand popular and successful schools and create additional early years capacity; Use the academy and Free School programme to promote and develop further that choice;
5. will continue to improve the provision of SEN education in the Borough;	Ensure those pupils with special educational needs have good outcomes;
6. support the concept of an education voucher system which gives additional support to children with different educational needs, including academically gifted pupils;	*Ensure those pupils with special educational needs have good outcomes;
7. will continue to encourage all Bromley secondary schools to ensure that all suitable pupils are prepared for the universities which best meet their aspirations;	Ensure high quality provision continues for those leaving school and others over the school leaving age whether through preparation for employment, apprenticeships or higher education;
8. support the concept of a University Technical College (UTC) providing high quality technical education for 14-19 year olds;	*Ensure high quality provision continues for those leaving school and others over the school leaving age whether through preparation for employment, apprenticeships or higher education;
9. support the creation of 'modern apprenticeships' for a wide variety of skilled trades;	Ensure high quality provision continues for those leaving school and others over the school leaving age whether through preparation for employment, apprenticeships or higher education;
10. support the concept of 'lifelong learning' and the important work of adult education.	Ensure high quality provision continues for those leaving school and others over the school leaving age whether through preparation for employment, apprenticeships or higher education;

Within the remaining Maintained sector we will...	
11. support schools in ensuring that all teachers and other staff are competent in their role;	Promote educational opportunity in the borough ensuring all families have a choice of good and outstanding schools and early years providers;
12. support schools in maintaining good discipline;	Promote educational opportunity in the borough ensuring all families have a choice of good and outstanding schools and early years providers;
13. work to improve school governance;	Work with governing bodies, the Department for education and others to expand popular and successful schools and create additional early years capacity;
14. work to improve the chances for underperforming children particularly in the early years and primary years and will work to encourage the continuing development of high quality early year provision in the Borough through existing and new private and voluntary providers;	Promote educational opportunity in the borough ensuring all families have a choice of good and outstanding schools and early years providers; Work with governing bodies, the Department for education and others to expand popular and successful schools and create additional early years capacity;
15. encourage schools to identify children with exceptional talents or academic ability and ensure that their needs are provided for;	*Ensure those pupils with special educational needs have good outcomes;
16. support changes to improve the quality and rigour of the exam system;	Promote educational opportunity in the borough ensuring all families have a choice of good and outstanding schools and early years providers;
17. support measures (including reading through Phonics) to ensure that no child leaves primary school unable to read and write English and without a good competence in basic maths.	Promote educational opportunity in the borough ensuring all families have a choice of good and outstanding schools and early years providers;

Promote educational opportunity in the borough ensuring all families have a choice of good and outstanding schools and early years providers; Education Commitments 1, 11, 12, 14, 16 and 17

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
Undertake a re-categorisation of schools based on risk and agree intervention and support to ensure improvement in under- performing schools.	Obtain Portfolio Holder decision re: process and criteria for categorising schools. This will include transparent data and risks and a communications plan for all stakeholders.	Preparation for categorisation exercise (following results) will be undertaken.	Communication to all head teachers and chairs of governors on the outcome of the categorisation exercise.
Lead Officer: Nina Newell	Refresh the Primary Schools Advisory Group PSAG (senior lead officers) to: <ul style="list-style-type: none"> • support under performing schools against agreed criteria; • provide governance/ financial framework; • review school's data; 	Planning for the programme of intervention and support to the identified under performing schools will commence.	The programme will be finalised for intervention and support to the identified under- performing schools.
	Provide ring fenced resources to support action plans in under-performing schools. Monitored by PSAG.	Update on under-performing schools reported to Education PDS.	Improvements to under-performing schools reported to Education PDS.
	Alert head-teachers, governors and Members to changes in how data will be presented with the practice of anonymising ceasing and openness: <ul style="list-style-type: none"> • in data presentation & transparency; • in categorisation and processes; • with schools causing concern & intervention. 	Organise and run challenge meetings with the head teacher and chair of governors for schools causing concern (half termly).	Organise and run challenge meetings with the head teacher and chair of governors for schools causing concern (half termly).
	Restructure of the school improvement service to ensure a focused intervention team on high priority schools.	Half termly team meetings with report back to PSAG.	New efficient service delivery. Half termly team meetings with report back to PSAG.

Promote educational opportunity in the borough ensuring all families have a choice of good and outstanding schools and early years providers; Education Commitments 1, 11, 12, 14, 16 and 17

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
<p>Spring Term Update May 2013 Green all actions completed</p>	<p>The Portfolio Holder endorsed a more open and transparent process for sharing information with and between schools and the proposals to categorise schools and inform key stakeholders of any concerns that the Local Authority may have about an individual school at the Education PDS Committee on the 23rd January 2013. Following this meeting all head-teachers and governors were informed of these changes via the school circular system.</p> <p>PSAG has been refreshed and its first meeting held a schedule of follow up meetings are arranged. Funding allocated to 24 schools (8 schools receiving intensive, 10 medium and 6 light support). A further report will be presented to PDS in the Autumn Term.</p> <p>The school improvement service has been restructured from April 2013 to provide support to schools categorised as 'high priority' and where intervention is deemed necessary. The service will work in close partnership with the head-teacher and governing body to address the agreed areas for improvement, providing support, additional resources and regular monitoring. The focus will be on the school developing the leadership capacity to ensure improvements.</p>		
<p>NEW AIM Undertake a programme of support and challenge (based on the risk categorisation methodology) for early years providers categorised as satisfactory or less to ensure provision of high quality services.</p> <p>Lead Officer: Nina Newell</p>	<p>Identification of how the methodology agreed by the PH for under performing schools can be used to assess and support Early Year's providers.</p>	<p>Alert early years providers to the changes in how data will be presented with the practice of anonymising ceasing and openness:</p> <ul style="list-style-type: none"> • in data presentation & transparency; • in categorisation and processes; • with providers causing concern & intervention. 	<p>Update on providers who are satisfactory or less reported to Education PDS.</p>
		<p>Planning for the programme of intervention and support.</p>	<p>The programme will be finalised and implementation will commence.</p>
		<p>Organise and run challenge meetings with the providers identified.</p>	<p>Organise and run challenge meetings with the providers identified.</p>

Promote educational opportunity in the borough ensuring all families have a choice of good and outstanding schools and early years providers; Education Commitments 1, 11, 12, 14, 16 and 17

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
<p>Spring Term Update May 2013 Green action completed</p>	<p>There are currently 15 providers identified as satisfactory or less from a total of 173 the others being good or outstanding. The following work has been done so far: Initial visits by officers to devise action plans with clear timescales for development. Support visits and training delivered depending on the level of need in individual settings. Monitoring visits from LA officers to track progress and to assess the success criteria of the action plans. From July, final visits to sign off actions on the action plans and to discuss exit strategies with individual settings. From September a Bromley Quality Improvement Programme will be in place with focussed support in individual settings and group workshops. Workshops to support reflective practice and self-evaluation planned.</p>		
<p>Ensure that effective Behaviour Services are in place.</p> <p>Lead Officer: Jo Twine</p>	<p>Behaviour Services working party (BSWG) to determine future structure.</p> <p>Delegation of the dedicated schools grant (DSG) funding to PRUs and change of governance.</p>	<p>Produce outline business case based on the options agreed (at last BSWG) and report to the July BSWG meeting.</p> <p>Finalise full business case and present to Portfolio Holder for decision at the September Education PDS meeting.</p>	<p>Implement new efficient service delivered (Oct 13 – March 14).</p>
<p>Spring Term Update May 2013 Green all actions are on track</p>	<p>At its May meeting the Behaviour Services Working Group considered the project elements and timescales (these are reflected in the actions above). The working group considered 13 options for the future delivery of the service it agreed that outline business cases would be developed for eight options. A report detailing these options is available on this agenda for information (Report ED13067).</p> <p>The funding and line management responsibilities were delegated from the 1st April 2013.</p>		
<p>Review the efficiency of admissions to schools and the service provided to parents.</p> <p>Lead Officer: Iain Johncock</p>	<p>Consider proposals for restructure and future delivery of service.</p>	<p>Restructure and changes to service delivery.</p>	<p>New efficient service delivered.</p>

Promote educational opportunity in the borough ensuring all families have a choice of good and outstanding schools and early years providers; Education Commitments 1, 11, 12, 14, 16 and 17

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
Spring Term Update May 2013 Amber work has commenced	Other local authority models explored and report being prepared for the portfolio outlining potential models including the use of more online by default applications with appropriate support to residents who may not be able to access online facilities.		

We will measure achievement by:

Zero schools will be causing concern by 2015
 No school will remain in a high priority category for more than 18 months

Work with governing bodies, the Department for education and others to expand popular and successful schools and create additional early years capacity; Education Commitments 1, 4 and 13

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
<p>Implementation of the Primary Schools development plan (including expansions) will provide additional reception places by 2014 and beyond.</p> <p>Lead Officer: Iain Johncock</p>	<p>Undertake statutory consultation processes relating to the 3 primary schools identified in development plan (Bromley Road Infant School Worsley Bridge Junior School and Keston CE Primary). Additional places identified to ensure offers made to all on time applicants.</p>	<p>Decisions made by Portfolio Holder based on consultations and representations.</p>	<p>Necessary funding secured for capital building works – works commence.</p> <p>Churchfields and Riverside expansions will have been completed providing additional places.</p>
	<p>Notification of the capital allocation for basic needs funding. Allocation will be reviewed in light of this and the projects identified in the primary school expansion programme.</p>	<p>Place Planning commences with consideration of 2014 and beyond.</p> <p>Monitor and review the primary school capital programme. Report to Education PDS.</p>	<p>The place planning working group will report its findings and any statutory consultations will be prepared.</p> <p>Monitor and review the primary school capital programme. Report to Education PDS.</p>
<p>Spring Term Update May 2013 Green actions completed</p>	<p>Statutory consultation undertaken (informal) for the three schools and presented to the Portfolio Holder at the March Education PDS meeting for decision, which was to agree the proposed change of age range at Bromley Road Infant School and Worsley Bridge Junior School so that both schools become all-through Primary Schools with effect from 1st September 2014 and to agree the expansion for an additional 'bulge' year of one form of entry for the academic year 2013/14 at Keston and that following the response to the consultation by local residents that serious consideration be given to alternate school sites for permanent expansion. At the same meeting a contingency of £700,000 basic needs capital was set aside to support required building works to achieve the additional places that may be required at the schools.</p>		

Work with governing bodies, the Department for education and others to expand popular and successful schools and create additional early years capacity; Education Commitments 1, 4 and 13

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
	<p>Notices were published for Bromley Road and Worsley Bridge in June 2013, with the implementation of Worsley Bridge brought forward to September 2013 to provide additional places. The Keston proposal is being held in abeyance pending resolution of site and planning issues.</p> <p>In addition work has been undertaken to complete a business case for a new build two form entry primary school in the borough (now approved as Harris Bromley Free School) and to identify other long term options to provide a solution to the shortfall of places, (in addition to places currently being provided through 'bulge' classes, not a sustainable solution).</p>		
Development of the strategic plan to create additional secondary school places 2016 – 22 (inc feasibility study)	Continue consultation with all Secondary Head-teachers and Governor representatives on in-house expansion and VFM exercise.	Undertake a gap analysis of missing provision to support Portfolio Holder's strategic decision making.	Update Education PDS on the implementation of the strategic plan.
Lead Officer: Iain Johncock		<p>Present a feedback report to the Secondary Head-teachers' Forum on the initial proposals for teaching expansion.</p> <p>Consult on potential proposals for secondary expansion.</p>	Report to Education PDS on the future landscape re: Secondary School expansion 2016 - 22.
<p>Spring Term Update May 2013 Green Action completed Feedback action moved to Summer Term</p>	Work has been undertaken with paving discussions with head-teachers, VFM exercise has commenced looking at existing capacity, space and economy planning. This will be presented as a consultation to a wider stakeholder group during September with the proposed bid being presented to the Education PDS committee in November.		
The LA statutory appointed Governors have a leadership role in promoting educational opportunities within Bromley schools.	<p>Set up a member officer working group to examine the role of LA Governors.</p> <p>Report on Effective Governance</p>	Revisit the role of LA Governors and discuss how to support and communicate with this key group of Governors on Council's vision for education by opening discussions	Implement any changes following discussions. Including communication, information systems, training etc

Work with governing bodies, the Department for education and others to expand popular and successful schools and create additional early years capacity; Education Commitments 1, 4 and 13

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
Lead Officer: Alicia Mundy	to be presented to the Education PDS committee.	at the Governors Forum.	
Spring Term Update May 2013 Green All actions have been completed	A report was presented to the Education PDS committee on the 23 rd January 2013. The group has met twice and will be meeting again during the Summer Term the report from the working group will be presented at the September Education PDS meeting.		
NEW AIM Build capacity to deliver an additional 600 places for two year olds within the private, voluntary, independent and maintained early years provision by September 2013 Lead Officer Nina Newell	Identify providers of the required quality within the geographical areas where increased capacity will be required and determine additional capacity available. Target quality support on those satisfactory providers within these areas to improve the quality of the provision. Identify the process changes which will be needed to integrate and streamline with that used for 3&4 year old funded places.	Undertake the identified work with providers to achieve the required increase in places and hours by September 2013. Streamline processes to integrate with those used for 3 and 4 year old funded places.	Prioritise how the capital funding will be spent to ensure that facilities in good and outstanding provision are prioritised.
Spring Term Update May 2013 Green actions underway	383 places have been created for 2 year olds at 58 early years settings and 13 with childminders. 215 confirmed vacancies are available from September 2013. 197 in EY settings and 15 with childminders. There are also 229 children already approved and placed. This gives a total of 444 places already for the Autumn Term. The Autumn places are provided by 110 providers 12 of which are childminders. Parents can apply for a place online through the Bromley website or complete a paper referral. Following a recent mail out to eligible families using information provided by the DfE we are currently receiving 30 online and 30 paper referrals a week.		
We will measure achievement by:			
All resident children are able to receive a school place within published timescales Update: all the children who applied for a primary place on time received a school place of the 3820 children 76% received their first choice (compared to 78% last year) and 5% were directed. New Increase the number of early years places from 1500 by September 2014			

Use the academy and Free School programme to promote and develop further that choice; Education Commitments 2, 3 and 4			
This will be achieved by:			
Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
<p>Use the expansion programme feasibility study to explore Free School opportunities.</p> <p>Lead Officer: Jo Twine</p>	<p>Continue discussions with Department of Education and academy sponsors regarding plans for Free Schools in the borough.</p> <p>Report to Education PDS updating on Free School submissions.</p>	<p>Continue to seek-out potential sites for Free Schools and look to work with at least one new provider a year.</p> <p>Report to Education PDS updating on Free School submissions.</p>	<p>Continue to seek-out potential sites for Free Schools and look to work with at least one new provider a year.</p> <p>Report to Education PDS updating on Free School submissions.</p>
Spring Term Update May 2013	<p>A report was presented to the Education PDS in March 2013 - at this time there were no Free Schools in our Borough. Following submission to the DfE, three Free Schools were approved in May 2013, to open in September 2014:</p> <ul style="list-style-type: none"> ○ The Harris Federation - two forms of entry (60 places per year) All through Primary Free School - on the site of the existing Harris Beckenham Secondary ○ The Harris Federation Two forms of entry (60 places per year) All through Primary Free School – Bromley area, on the Kingswood site ○ Bromley Bilingual Primary School (in partnership with the Council for British Teachers) Two forms of entry, opening with two Reception classes, one Year 1 class and one Year 2 class in September 2014 – site not known <p>The Harris Aspire Free School offering alternative provision will also open in Sept 2013 on temporary sites.</p>		
<p>Promote partnership working for school improvement. Ensuring that school improvement opportunities are sustained into the future (VfM). Links to first priority</p> <p>Lead Officer: Nina Newell</p>	<p>Further develop relationships between schools, including academy group models by facilitating meetings and supporting partnership working.</p>		

Use the academy and Free School programme to promote and develop further that choice; Education Commitments 2, 3 and 4			
This will be achieved by:			
	<p>Setup the school bidding process for funding opportunities for cross school teaching and learning programmes and devise monitoring framework to enable progress to be reported.</p> <p>Schools prepare bids and plans for securing the funding opportunities.</p>	<p>Successful partnership plans will commence being implemented.</p> <p>Commence monitoring of plans to ensure improvements and VFM.</p>	<p>End of autumn term reports to AD Education on impact of the school improvement strategies.</p>
<p>Spring Term Update May 2013 Green Actions underway as planned</p>	<p>Applications to convert to academies are with the DfE (see next priority for fuller update). A range of supports and formal partnerships have been put in place (including academy chains) to embed and codify school to school support. Evidence that heads are leading other schools through process.</p>		
We will measure achievement by:			
<p>All schools involved in a collaborative developing structure and capacity to move forward to become academies. Three or more Free School providers exploring opportunities within Borough (at least one in house provider). Ofsted measure - 80% of good or better teaching.</p>			

Support all maintained schools to enter into the academy programme to allow them to benefit from the opportunities it presents; Education Commitment 2

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
<p>Ensure internal capacity to support strategic plan.</p> <p>Lead Officer: Tessa Moore</p>	<p>Provide project management support (recruit/ identify project manager) to schools converting.</p> <p>Map out potential school groups and host a FASNA road show for HTs/COGs/Finance Reps</p>	<p>Link with DfE for discussions on resources following any capacity shortfall.</p>	<p>Link with DfE for discussions on resources following any capacity shortfall.</p>
<p>Spring Term Update May 2013 Green all actions completed</p>	<p>Dedicated project manager recruited and been leading on this area since DATE. All areas mapped and road shows hosted to date. During the spring term there has been significant developments including 3 schools are in the process of converting by 1st September 2013; 8 schools have formed a chain and have commenced consultation with parents (with most having submitted an application to DfE to covert. A further ten schools have notified the LA of their intent either to convert to Academy status or to undertake consultation on conversion to academy status.</p>		
<p>Promote different academy models including – umbrellas, MATs, sponsors, and federations.</p> <p>Lead Officer: Jo Twine</p>	<p>Put in place an operational support plan for under performing schools to become sponsored academies.</p>	<p>Link operational support plan to categorisation and involve governors in decisions and sponsorship.</p>	<p>Link with DfE on 2013/14 operational support plan following autumn term categorisation process.</p>
<p>Spring Term Update May 2013 Green all actions are underway</p>	<p>The school improvement service has been restructured from April 2013 to provide support to schools categorised as 'high priority' and where intervention is deemed necessary this includes supporting those schools who are converting to become academies. Work has been done with schools to identify strengths and weaknesses; supporting the application process; broker partnerships; advising on academy structures; school to school support arrangements; advice and guidance on required functions i.e. insurance, procurement and HR.</p>		

Support all maintained schools to enter into the academy programme to allow them to benefit from the opportunities it presents; Education Commitment 2

This will be achieved by:

<p>Develop the Bromley Adult Education College (BAEC) to include a workforce development strand.</p> <p>Lead Officer: Carol Arnfield</p>	<p>Make preparations for the new programme to incorporate the training elements that will move from the EDC.</p>	<p>Deliver the NQT programme and the Governor Training Programme from April 2013.</p> <p>Develop SWD courses for next year, training website and plan additional money/CPD offer for academic year 2013/14.</p>	<p>Launch additional training and CPD programme for academic year 2013/14.</p>
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<p>Spring Term Update May 2013 Green Action completed</p>	<p>Physical relocation from the EDC has taken place with all teaching and learning resources relocated. Preparation for the training to start in Summer term completed.</p>
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We will measure achievement by:

December 2015 all Bromley schools that are financially viable will be academies.
 December 2015 all remaining maintained primary schools (small schools) will be in discussions with the LA on Federations/sponsors.
 The range of models will include standalone convertors, MAT, Umbrella Trusts, informal partnerships, Federations and sponsored academies.

**Encourage parents, faith groups and others to work with the borough to increase the range & diversity of the outstanding schools on offer;
Education Commitments 3**

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
<p>Work with the Diocese of Rochester to enable the C of E cluster of schools to move forward to become academies.</p> <p>Work with the Archdiocese of Southwark to enable the Catholic cluster of schools to move to become academies.</p> <p>Lead Officer: Iain Johncock</p>	<p>Continue dialogue with both the Diocese and Archdiocese with formal meetings planned for early in 2013.</p>	<p>Undertake identified actions to support conversion to academies.</p>	<p>Ensure at least 3 of 8 conversions by Autumn 2013.</p> <p>Ensure at least one additional conversion by Autumn 2013.</p>
<p>Spring Term Update May 2013 Green good progress has been made with this action</p>	<p>Work has continued to assist the conversion of the C of E and RC clusters of maintained schools to become academies. By September all the RC schools will have converted. See broader update in priority above.</p>		
<p>Work with the Diocese of Rochester to undertake the secondary expansion feasibility study (links to priority 2)</p>	<p>Continue the dialogue with the Diocese at the formal meeting planned for early in 2013.</p>	<p>Ensure that the information from the Diocese is included in the gap analysis to support Portfolio Holder's strategic decision making.</p>	<p>Include an update of the proposals to Education PDS in the implementation of the strategic plan report.</p>
<p>Work with the Archdiocese of Southwark as to the feasibility of a Catholic secondary school within the borough. Predictions based on the baptism records and primary expansion programme.</p> <p>Lead Officer: Ian Johncock</p>	<p>Continue the dialogue with the Archdiocese at the formal meeting planned for early in 2013.</p>	<p>Strategic discussions with Executive Director and representatives from Southwark. Ensure that the information from the Diocese is included in the gap analysis to support Portfolio Holder's strategic decision making.</p>	<p>Possible consultation process.</p> <p>Include an update of the proposals in the report to Education PDS on the implementation of the strategic plan.</p>
<p>Spring Term Update May 2013 Green good progress has been made</p>	<p>Meetings have taken place this also relates to the priority 2 (covered earlier within the plan) which is looking at the development of the strategic plan to create additional secondary school places 2016 – 22 (inc feasibility study).</p>		

**Encourage parents, faith groups and others to work with the borough to increase the range & diversity of the outstanding schools on offer;
Education Commitments 3**

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
<p>Ensure that the good working relationship continues with the Diocese and Archdiocese through open dialogue and challenge during the categorisation process and intervention in under-performing schools.</p> <p>Lead Officer: Nina Newell</p>	<p>Obtain Portfolio Holder decision re: process and criteria or categorising schools. This will include transparent data and risks and a communications plan for all stakeholders.</p>	<p>Explore with Diocesan representatives any sponsored arrangements for CE and RC schools causing concern.</p>	<p>Work with DfE and Diocesan representatives on sponsored academy programme for UP church schools.</p>

<p>Spring Term Update May 2013 Green Action completed</p>	<p>The Portfolio Holder endorsed a more open and transparent process for sharing information with and between schools and the proposals to categorise schools and inform key stakeholders of any concerns that the Local Authority may have about an individual school at the Education PDS Committee on the 23rd January 2013. Following this meeting all head-teachers and governors were informed of these changes via the school circular system.</p>
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We will measure achievement by:

100% Church of England schools converted under MAT or 'chain' arrangement with relevant Diocese by December 2015.
100% Roman Catholic schools converted under MAT or 'chain' arrangement with relevant Diocese by December 2015.

Ensure those pupils with special educational needs have good outcomes; Education Commitments 5, 6 and 15

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
<p>Build the work of the Pathfinder project and implement workstreams to provide an integrated pathway for children and young people and their families ensuring a smooth transition to the new SEND framework.</p> <p>Lead Officer: Helen Norris</p>	<p>Test the new Single Education Health & Care Plan, assessment, threshold and resource processes, with the 50 Pathfinder registered families.</p> <p>Agree Pathfinder Phase 2 targets with DfE, including consideration of additional DfE funding through Pathfinder Champion status.</p>	<p>Establish Single Plan for complex needs beyond initial cohort.</p> <p>Disseminate process and threshold guidance linking the local offer and national Pathfinder requirements on emerging new SEND code of practice.</p> <p>Adjust Pathfinder workstream action plans in line with national guidance.</p>	<p>Rollout the Single Plan for complex needs including nationally agreed Pathfinder modifications. Prepare for full delivery by September 2014.</p> <p>Deliver Phase 2 agreed targets.</p>
<p>Spring Term Update May 2013 Green actions underway as planned</p>	<p>As part of the Pathfinder grant target requirements we have 68 signed up families undergoing an EHC plan across the 0-25 age range. The targets for delivery of 2013/14 Pathfinder and Champion activity have been set by the DfE. Bromley's joint bid with Bexley for Champion status was one of only 9 national Pathfinder Champion bids selected. Funding for the Pathfinder and Champion Programmes via a DfE grant has been agreed.</p>		
<p>Develop an accessible directory of services for children, families and young people with SEND across Education, Health and Care.</p> <p>Lead Officer: Andrew Royle</p>	<p>Develop the "local offer" by using the MyLife Web Portal to provide information for key transition points.</p>	<p>Test the Web Portal with families, children and young people, together with those in supporting roles to ensure fit for purpose.</p>	<p>Rollout the Web Portal to Bromley families, service users and providers.</p>
<p>Spring Term Update May 2013 Green action is underway as planned</p>	<p>Bromley Parent Voice is working with the Pathfinder project to develop the local offer in line with the latest Government guidance. Initial work has commenced on the technical solution through the department's existing web portal Bromley MyLife. Baseline service mapping completed.</p>		

Ensure those pupils with special educational needs have good outcomes; Education Commitments 5, 6 and 15

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
<p>Through the statutory review processes and working in collaboration with partner agencies continue to reduce statements for high incidence low level needs (mild to moderate learning and social and emotional needs, literacy and numeracy needs) by transferring the responsibility to schools.</p> <p>Lead Officer: Mary Cava</p>	<p>Undertake stakeholder engagement (schools and families) about the changes resulting from the Implementation of the Education Funding Reform.</p> <p>Implement cycle of review of all low level statements (400)</p> <p>Ensure that the Pupil Resource Agreements are in place at foundation stage for children with high level but not complex needs to lessen the need for a statement.</p>	<p>Develop a system to deliver flexible support to meet needs without the requirement of statutory processes. Cease statements for all pupils with low level needs below £6K.</p> <p>Continue to undertake cycle of review of all low level statements (400)</p>	<p>Ensure processes are in place to deliver flexible support to meet needs of those below the threshold for the Single Plan.</p> <p>Continue to undertake cycle of review of all low level statements (400)</p>
<p>Spring Term Update May 2013 Green actions underway</p>	<p>Meetings held with SENCOs, schools forum and head teachers. Bromley Parent Voice held a conference for families in March to explore the planned changes to statements and pupil resource agreements. A cycle of review of all low level statements commenced in March and is continuing into Summer and Autumn Terms. All low level statements will be monitoring statements by December 2013.</p>		
<p>Expand 2 special schools to extend good practice and high quality provision (ASD) and continue to monitor and plan for primary/ secondary expansion.</p> <p>Lead Officer: Mary Cava</p>	<p>Public consultation to increase number of ASD specific places at the Glebe School proposal.</p> <p>Building works to be undertaken to deliver additional capacity (Riverside).</p>	<p>Decisions made by Portfolio Holder based on the Glebe School consultations and representations. Work to commence once approval given.</p> <p>Riverside building works ongoing.</p>	<p>Continuation of the Glebe School building works.</p> <p>Extra year 7 specialist autism class at Riverside</p>
<p>Spring Term Update May 2013 Green actions underway as planned</p>	<p>Outcome of the Glebe School expansion consultation was reported to Education PDS on the 23rd January 2013 the Portfolio Holder agreed to the proposed expansion of Riverside School by 52 places. Statutory notice published June 2014. Riverside building works are on course and budget.</p>		

Ensure those pupils with special educational needs have good outcomes; Education Commitments 5, 6 and 15

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
<p>Respond to the increasing numbers of children with complex and enduring needs by ensuring that provision and support is targeted.</p> <p>Lead Officer: Mary Cava</p>	<p>Report back on Autumn audit of all specialist provision to inform place planning. Ensure robust planning for appropriate high quality places.</p>	<p>Analysis from audit used to inform place planning. Work with specialist support and school improvement services to ensure quality and sufficiency of provision.</p>	<p>Annual autumn audit of special schools & specialist provision. Plan and deliver specialist places for pupils identified with complex and enduring needs.</p>
<p>Spring Term Update May 2013 Green Action completed</p>	<p>Findings from the audit were presented to the Member Officer Working Group SEN in February. This data is used to inform Place Planning and where necessary increased capacity i.e. Riverside and Glebe.</p>		
<p>Enable young people with more complex Learning Difficulties and/or Disabilities (LDD) to live, learn and work within their own community by developing the Bromley offer</p> <p>Lead Officer: Debi Christie</p>	<p>Building works continue at Bromley College to remodel the facilities for young people with LDD.</p> <p>Work with a small cohort of young people with more complex needs to develop personalised and flexible packages to enable them to remain within Bromley.</p>	<p>Building works at Bromley College completed</p> <p>Individual packages developed for young people across Education, Health and Care</p>	<p>Young people move from school to further education and/or work opportunities with support packages in place</p>
<p>Spring Term Update May 2013 Green Actions completed and underway as planned</p>	<p>Building works have been completed and formal launch will take place on June 21st, with relevant stakeholders invited. Continuing to work with the small cohort of young people. Currently developing the EHC Plan with young people and families, together with working alongside social care, education and health (where relevant) to put together holistic packages for the young people in preparation for their start at Bromley College, September 2013. All young people and their families are engaged and working well with the new Preparing for Adulthood (PfA) Coordinators and feel confident that their needs can be met within the local community.</p>		
<p>Support children and young people in care, their cares and social workers through school finding, personal education plans, additional learning</p>	<p>Continue review of LAC statements.</p> <p>Provide time-limited professional</p>	<p>Offer one day communication INSET for teachers and support workers.</p> <p>Provide time-limited professional</p>	<p>Evaluate Reading Project with a view to extending to children with SEN and specialist provisions.</p>

Ensure those pupils with special educational needs have good outcomes; Education Commitments 5, 6 and 15			
This will be achieved by:			
Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
support and monitoring progress/ achievement. Lead Officer: Helen Priest	support to schools with high numbers of LAC with SEN.	support to schools with high numbers of LAC with SEN and identify training needs for academic year 2103/14.	
Spring Term Update May 2013 Actions underway as planned	The reviewing of Statements of SEN for looked after children is ongoing with the Looked After Children Advisory Teacher attending all SEN reviews. Priority has been given to children with plans for adoption or other planned placement moves to ensure that the most appropriate provisions are identified. Support in schools where there are high numbers of looked after children has been successful and there are plans for this to continue. Teachers and support staff have been given training on the use of specialist communication equipment and advice on working with individual children.		
We will measure achievement by:			
<p>December 2013:</p> <ul style="list-style-type: none"> ○ The draft Local Offer for children with special educational needs will be agreed and established with partner agencies and parents, and this will be readily available for parents to access via website and in hard copy. NOTE A draft Pathfinder local offer will be in place by March 2013. ○ Statutory Annual Reviews carried out on all low level funding statements within 12 months - statements below 6K cease or replaced with a monitoring statement ○ Audit of children with complex needs completed to inform and arrange appropriate in-borough placement. All children in KS1 & 2 with complex SEN maintained in specialist in-borough placement. Additional unit places to be established within 12 months. <p>September 2014:</p> <ul style="list-style-type: none"> ○ 3 new specialist classes open in Bromley special schools (Riverside by Sept 2013). Reduction in reliance on out borough placements for ASD complex and Aspergers Syndrome ○ the Single statutory Education, Health and Education Plan (EHC) will be in place for those children with the most complex and enduring needs including Pathfinder modifications. <p>Plan for 12 extra complex needs places for the school year 2013/14.</p>			

Ensure high quality provision continues for those leaving school and others over the school leaving age whether through preparation for employment, apprenticeships or higher education; Education Commitments 7 – 10

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
<p>Development of Raising the Participation Age (RPA) Strategy, Action Plan and Commissioning priorities agreed by all key partners</p> <p>Lead Officer: Paul King</p>	<p>RPA strategy presented to Education PDS committee for sign off by the Portfolio Holder.</p>	<p>Consultation with stakeholders on RPA Strategy Action Plan and agreement of Commissioning priorities.</p>	<p>RPA strategy progress report to December 2013 Education PDS.</p>
<p>Spring Term Update May 2013 Green Action has been completed</p>	<p>The Raising Participation Age Strategy was presented to the Education PDS committee in March 2013, identifying 6 strands of work including: Understanding the cohort; Determine local priorities; Managing transition and tracking; Establishing support mechanisms; Identifying and meeting provision needs; Communicating the RPA message. A fuller report outlining progress will be presented to the PDS in December 2013.</p>		
<p>Ensuring that the local authority has an overview and is able to publicise the support that is available to young people in Bromley to enable them to participate in Education, Employment and Training (EET).</p> <p>Lead Officer: Paul King</p>	<p>Review the promotion of the support available to young people in Bromley to enable them to participate in EET (including the impartial careers education and guidance that is available to them in Bromley schools and colleges).</p>	<p>Ensure that the information provided by the Borough accurately and comprehensively reflects the full range of support available to young people in Bromley to enable them to participate in EET.</p>	
<p>Spring Term Update May 2013 Green Action has been completed</p>	<p>Web content relating to the promotion of employment and training opportunities has been reviewed. Working group set up to provide updated web content by end of July 2013.</p>		
<p>Providing additional support to young people who are identified as at risk of or who are not participating remain in education, employment and training (NEET).</p>	<p>All young people that have been identified as needing additional support to participate in EET are allocated to a named worker within the</p>	<p>Ensure that all identified young people in year 10 are being supported to continue in EET at the end of Year 11.</p>	<p>Work with identified young people in year 9 to consider course choices available as a basis for making transition.</p> <p>Verify that all identified year 11/12 school</p>

Ensure high quality provision continues for those leaving school and others over the school leaving age whether through preparation for employment, apprenticeships or higher education; Education Commitments 7 – 10

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
Lead Officer: Paul King	<p>Bromley Targeted Youth Support Programme.</p> <p>Continue to support access to non-LBB resources that help to increase participation in EET (e.g. Youth Contract, Princes Trust and ESF funded employability support programmes).</p>	<p>Ensure that all identified young people in year 11/12 will be making successful transition at end of school and college year.</p>	<p>leavers have made a successful transition. Ensuring that those requiring additional support are allocated to a named worker within the Bromley Targeted Youth Support Programme.</p>
<p>Spring Term Update May 2013 Green Actions are completed and underway as planned</p>	<p>129 young people identified as needing additional support are receiving intensive support from the Bromley Targeted Youth Support Programme. Web content relating to the promotion of employment and training opportunities has been reviewed. Working group is also reviewing signposting to all non LBB resources (see update above).</p>		
<p>Support young people to remain in education, employment and training (particularly young people who are in or leaving care, known to the YOT or have a disability) through the targeted information, advice and guidance (IAG) support programme.</p> <p>Lead Officer: Paul King</p>	<p>All young people that have been identified as needing additional support have a named worker within the Bromley Youth Support Programme.</p>	<p>Support all identified young people in year 10 to start working on college applications.</p>	<p>Work with identified young people in year 9 to consider course choices available.</p>
<p>Spring Term Update May 2013 Green Actions are underway and are on track as planned</p>	<p>Following a review of the client and tracking data for the YOT, care leavers and young disabled cohorts 42 out of the 87 LAC & Care Leavers identified have been worked with so far this year 12 have received intensive support. Officer working group established to maintain scrutiny of the participation of these cohorts and that appropriate support is provided by the Targeted Youth Support Service.</p>		

Ensure high quality provision continues for those leaving school and others over the school leaving age whether through preparation for employment, apprenticeships or higher education; Education Commitments 7 – 10

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
<p>Ensuring the Borough's participation information and tracking services are comprehensive and, in particular, that they provide a practical basis for identifying and supporting young people who are at risk of not participating in EET or who are NEET.</p> <p>Lead Officer: Paul King</p>	<p>Review Borough's present arrangements for monitoring participation for those leaving school and others over school leaving age.</p> <p>Conduct an analysis of present cohort of young people who have been long term NEET to determine a set of Risk of NEET Indicators (RONI) in order to provide a basis for early intervention activity with current school and college cohorts.</p>	<p>Implement any changes required to ensure that the Borough's participation information and tracking services are comprehensive and able to support the timely identification of young people who are at risk of not participating in EET or who are NEET.</p> <p>Consult with schools and colleges on the outcome of RONI analysis as a basis for agreeing a trial to introduce RONI as a basis for targeted early intervention work.</p>	<p>Trial the application of RONI as a basis for targeted early intervention work.</p>
<p>Spring Term Update May 2013 Green Action has been completed</p>	<p>A detailed analysis across a range of factors for 51 young people who have been long-term NEET has been undertaken. Initial findings indicate that the cohort has significantly higher rates of a) fixed term exclusions; b) permanent exclusions; c) persistent absenteeism; These factors have been identified as the risk of NEET indicators (RONIs).</p>		
<p>Provide young people with opportunities to enter employment through the creation of the three year Bromley youth employment programme aimed at unemployed residents aged 18 -24 by way of apprenticeships and internships.</p> <p>Lead Officer: Hannah Jackson</p>	<p>Agreement to award the contract to a proficient training provider with experience of managing similar contracts and delivering similar outcomes.</p> <p>Programme launched and running by April 2013.</p>	<p>Report the first quarterly monitoring report on the provider's performance to the PEET panel and undertake further contract monitoring activity as appropriate.</p>	<p>Report the second quarterly monitoring report on the provider's performance to the PEET panel and undertake further contract monitoring activity as appropriate.</p>

Ensure high quality provision continues for those leaving school and others over the school leaving age whether through preparation for employment, apprenticeships or higher education; Education Commitments 7 – 10

This will be achieved by:

Aims	Actions for 2013		
	Spring Term	Summer Term	Autumn Term
Spring Term Update May 2013 Actions completed Green	LBB is working partnership with Bromley College of Further and Higher Education deliver the Star Project. The project was launched as part of the National apprenticeship Week in March. Further reports will be presented to the Resources PDS later this year.		
<p>Ensure that BAEC meets the targets set by the SFA to deliver approved qualifications for adult learners. Courses include: level 1 courses for adults referred by Job Centre Plus (JCP) to help support them into employment, adult basic skills (literacy, numeracy and English language), ICT, business and administration, and independent living courses for adults with learning difficulties.</p> <p>Lead Officer: Carol Arnfield</p>	<p>Review progress made towards SFA allocation targets in autumn term. Plan interventions if underperformance identified (provision in addition to that listed below)</p> <p>Key targets for Spring term:</p> <ul style="list-style-type: none"> • 24 new JCP targeted courses: • 8 new ICT, business & Admin • 4 new languages courses 	<p>Review progress made towards SFA allocation targets in spring term. Plan interventions if underperformance identified (provision in addition to that listed below)</p> <p>Key targets for summer term</p> <ul style="list-style-type: none"> • 15 new JCP targeted courses • 10 ICT, Business & Admin • 5. new language courses <p>Plan SFA funded provision for autumn term to meet 2013/14 SFA funding targets</p> <p>Prepare a report for the Education Portfolio Holder on the future options of the BAEC</p>	<p>Submit final data return to SFA reporting end of 2012/13 full year performance.</p> <p>Review progress against enrolment targets for full year courses (adult basic skills and independent living courses for adults with learning difficulties).</p>
Spring Term Update May 2013 Green action completed	Learner response allocations profile on target. 25 Job Centre Plus courses planned, 23 ran. 12 ICT and business courses were planned and 10 ran (demand led hard to always to anticipate). Five language courses were planned three ran – again these are interest and demand led. There has been real growth in Job Centre Plus courses during 2013/14 already 47 courses have been run with another 18 courses planned (until end of summer term) with 518 enrolments compared to 30 courses and 208 enrolments. Demonstrating a flexible model that can turnaround responsive courses as required.		

We will measure achievement by:

At the end of the Summer Term the Borough will have a comprehensive overview of support that is available to young people in Bromley to enable them to participate in EET.

By Dec 2013

- the Borough will know the EET participation school leavers for 95% of all school leavers and others of school leaving age;
- more than 85% of all school leavers and others of school leaving age will be in EET



At the end of the three year project (2013-2016) a minimum of 80 eligible participants are employed as an apprentice or an intern a minimum of:

- 70% of the total number of participants achieve sustainable employment;
- 80% of apprentices achieve an industry recognised qualification within a framework recognised by the National Apprenticeship Service
- 50% of interns complete 18 hours or more of continuous professional development

Adult education College (available at the end of the Summer Term reported in Autumn):

- retention at adult skills courses for post 16 years is greater than 90%
- attendance at adult skills courses for post 16 years is greater than 84%
- achievement at adult skills courses for post 16 years is greater than 83%

Background documents available

Priority	Document and Internet Link
Promote educational opportunity in the borough ensuring all families have a choice of good and outstanding schools and early years providers;	Report ED13019 Categorisation, Intervention and Support for High Priority Schools in Bromley Info Briefing ED13046 Achieving 2 year olds capital funding item 3 Info Briefing ED13063 Update on Ofsted Inspections July Ed PDS Report ED13067 Behaviour Services Update July Ed PDS
Work with governing bodies, the Department for education and others to expand popular and successful schools and create additional early years capacity;	Report ED13020 Effective Governance (Role of the Local Authority)  Report ED130028 Consultation Outcomes: Proposals to Restructure Bromley Road and Worsley Bridge Schools Report ED13029 Consultation Outcomes: Proposal to Expand Keston CE Primary School Report ED130034 Basic Need Programme Update Report 5
Use the academy and Free School programme to promote and develop further that choice;	Information Briefing ED13035 Free Schools Update item 5
Support all maintained schools to enter into the academy programme to allow them to benefit from the opportunities it presents;	Information Briefing ED13038 Academy Update March item 6 Info Briefing ED13004 Annual Report Bromley Adult Education College
Encourage parents, faith groups and others to work with the borough to increase the range & diversity of the outstanding schools on offer;	
Ensure those pupils with special educational needs have good outcomes	Report ED13008 Outcomes from Statutory Consultation Process Regarding Expansion of Riverside Special School and Churchfields Primary School  Report CS13005 Transition Strategy July Ed PDS Report ED13069 Update on SEN Pathfinder July Ed PDS
Ensure high quality provision continues for those leaving school and others over the school leaving age whether through preparation for employment, apprenticeships or higher education;	Report ED13031 Raising the Participation Age Info Briefing ED13004 Annual Report Bromley Adult Education College