

# **Education Portfolio Priorities**

(Including the Education Covenant & Commitments)

January – December 2014

**Mid Year update – June 2014**

# Contents

Education Covenant	3
Education Commitments	5
Promote educational opportunity in the borough ensuring all families have a choice of good and outstanding schools and early years providers	7
Work with governing bodies, the Department for education and others to expand popular and successful schools and create additional early years capacity	10
Use the academy and Free School programme to promote and develop further that choice	13
Support all maintained schools to enter into the academy programme to allow them to benefit from the opportunities it presents	15
Encourage parents, faith groups and others to work with the borough to increase the range & diversity of the outstanding schools on offer	19
Ensure those pupils with special educational needs have good outcomes	21
Ensure high quality provision continues for the vulnerable, those leaving school and others over the school leaving age whether through preparation for employment, apprenticeships or higher education	26

**This Covenant complements 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).

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

<p><u>Priorities</u> →</p> <p>↓ <u>Commitments</u></p>	<p><b>1</b> Promote educational opportunity in the borough ensuring all families have a choice of good and outstanding schools and early years providers</p>	<p><b>2</b> Work with governing bodies, the Department for Education and others to expand popular and successful schools</p>	<p><b>3</b> Use the academy and free school programme to promote and develop further that choice</p>	<p><b>4</b> Support all maintained schools to enter into the academy programme to allow them to benefit from the opportunities it presents</p>	<p><b>5</b> Encourage parents, faith groups, and others to work with the borough to increase the range and diversity of the outstanding schools on offer</p>	<p><b>6</b> Ensure those pupils with special educational needs have good outcomes</p>	<p><b>7</b> Ensure high quality provision continues for vulnerable groups, those leaving school and others over the school leaving age, whether through preparation for employment, apprenticeships or higher education</p>
<p><b>10</b> We support the concept of 'lifelong learning' and the important work of adult education</p>							✓
<p><b>11</b> We support schools in ensuring that all teachers and other staff are competent in their role</p>	✓						
<p><b>12</b> We support schools in maintaining good discipline</p>	✓						
<p><b>13</b> We work to improve school governance</p>		✓					
<p><b>14</b> We work to improve the chances for under performing children, particularly in the early and primary years and will work to encourage the continuing development of high quality early years provision in the Borough through existing and new primary and voluntary providers</p>	✓						
<p><b>15</b> We encourage schools to identify children with exceptional talents or academic ability and ensure that their needs are provided for</p>						✓	
<p><b>16</b> We support changes to improve the quality and rigour of the exam system</p>	✓						
<p><b>17</b> We 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</p>	✓						

Note:- Ticks are hyperlinked to the relevant Priority

<b>Priority 1</b>		
<b>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</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<p><b>Aim 1a</b> Undertake a process of market testing for the Admissions and School Improvement Services, developing recommendations for the future delivery and quality monitoring of these services</p> <p><b>Lead Officer: Laurence Downes, Commissioner</b></p>	Market testing tendering in process	Report back to Members on the outcome of the market testing exercise, presenting recommendations for consideration on the future delivery of services based on a 'best value' approach
<p><b>June 2014 Update</b></p> <p>Green</p>	Specification workshops are in place with drafts in progress. Information briefings given to: all schools; early years providers, LBB staff and school governors.	
<p><b>Aim 1b</b> Through a continuous review of school categorisation based on risk, agree intervention and support to ensure improvement in under-performing schools</p> <p>Provide intensive support to Category 4 (High Priority) schools, building capacity to bring about the necessary improvements with achievements and standards</p> <p><b>Lead Officer: Nina Newell Head of Schools and Early Years Commissioning and Quality Assurance</b></p>	<p>Provide an update to Education PDS on the schools identified as under performing</p> <p>Half termly Primary Support Team meetings led by Head of Service to plan levels of school support and evaluate impact</p> <p>'High priority' challenge meeting with the Head Teacher, Chair of Governors, Head of Service and Assistant Director</p> <p>Half termly Primary Support Advisory Group meetings to identify schools which may require early intervention</p>	<p>Improvements to under performing schools reported to Education PDS</p> <p>Half termly Primary Support Team meetings led by Head of Service to plan levels of school support and evaluate impact</p> <p>'High priority' challenge meeting with the Head Teacher, Chair of Governors, Head of Service and Assistant Director</p> <p>Half termly Primary Support Advisory Group meetings to identify schools which may require early intervention</p>

<b>Priority 1</b>		
<b>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</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<b>June 2014 Update</b>  Green	<p>Support and challenge provided to schools is co-ordinated using a combination of the Local Authority staff team, externally commissioned consultants, and brokered school to school support.</p> <p>The detailed process of categorisation will be undertaken in August 2014, when updated data will be available from this year's tests and assessments.</p> <p>A detailed analysis of the categorisation of schools, outlining the process used, the support to be provided, and detailed risk analysis will subsequently be reported to Education PDS.</p> <p>A full report is available on this agenda under report reference ED 15057 'Update on underperforming schools – including an update on categorisation report, risk analysis, support being provided by the LA'.</p>	
<b>Aim 1c</b> Undertake a programme of support and challenge for Early Years providers (including child minders), in line with revised statutory requirements, focusing on those achieving 'below good' in Ofsted and those taking two year olds  <b>Lead Officer: Nina Newell</b> <b>Head of Schools and Early Years Commissioning and Quality Assurance</b>	<p>In conjunction with Bromley Adult Education College, deliver the 'Child Minding: Understand how to set up a home based child care service' module to prospective child minders who wish to practice in the borough</p> <p>4 courses planned for Summer term (max 15 places each course)</p> <p>Deliver focused support in individual settings and group workshops as identified by the QIP and safeguarding audit tools</p>	<p>In conjunction with Bromley Adult Education College, deliver the 'Child Minding: Understand how to set up a home based child care service' module to prospective child minders who wish to practice in the borough</p> <p>4-5 courses planned for Autumn term (max 15 places each course)</p> <p>Deliver focused support in individual settings and group workshops as identified by the QIP and safeguarding audit tools</p>



<b>Priority 1</b>		
<b>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</b>		
<b>This will be achieved by:</b>		
	<b>Actions for 2014</b>	
<b>Aims</b>	<b>Summer Term</b>	<b>Autumn Term</b>
<b>June 2014 Update</b> Green	<p>Three courses have taken place during the summer term and a further three are planned for the autumn. 106 enrolments this academic year and interest in the autumn term course is high.</p> <p>Paediatric First Aid for students on the child minding courses is now offered with 48 enrolments this academic year.</p> <p>Support is provided to settings categorised as 'high priority' (those which are graded below good, or new providers). In order to support all settings to maintain high quality, the Quality Improvement Programme (QIP) has been developed which can be used to support their own continuous improvement and assist settings to proactively seek to improve their practice.</p>	
<b>Aim 1d</b> Ensure, through ongoing review, the efficiency of the admissions service both to schools and parents  <b>Lead Officer: Iain Johncock</b> <b>Head of Strategic Place Planning</b>		
<b>June 2014 Update</b> Green	97% of the 4,015 Primary school applications and 94% of the 3,324 Secondary school applications received for the 2014/15 academic year were submitted online.	
<b>We will measure achievement by:</b>		
<p>Zero schools will be causing concern by 2015</p> <p>No school will remain in a high priority category for more than 18 months</p> <p>85% of on time school applications to be submitted on line for 2014 admissions</p>		

<b>Priority 2</b>		
<b>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</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<b>Aim 2a</b> Undertake a process of market testing for Governor and Early Years Services, developing recommendations for the future delivery and quality monitoring of these services  <b>Lead Officer: Laurence Downes, Commissioner</b>	Market testing tendering in process	Report back to Members on the outcome of the market testing exercise, presenting recommendations for consideration on the future delivery of services based on a 'best value' approach
<b>June 2014 Update</b>  Green	Specification workshops are in place with drafts in progress. Information briefings given to: all schools; early years providers, LBB staff and school governors.	
<b>Aim 2b</b> Implementation of the Primary Schools development plan (including expansions) will provide additional reception places for September 2014 and beyond  <b>Lead Officer: Iain Johncock            Head of Strategic Place Planning</b>	Place planning commences with consideration of 2015 and beyond   Deliver the basic needs programme as defined in the Spring term	Report 'Updated Primary Schools Development Plan' to Education PDS in light of primary admissions for 2014/15, taking into account revised population projections and making further recommendations for changes in primary school capacity for admissions in the school year 2014/15   Review basic need programme, designing and developing school enlargement options to meet the expansion needs of the Primary School Development Plan

<b>Priority 2</b>		
<b>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</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<b>June 2014 Update</b>  Green	The outcomes of Pupil Placement Working Group and an update on the Basic Need Programme were reported to Education PDS on 17 <sup>th</sup> September 2013 and 18 <sup>th</sup> March 2014 respectively. <a href="#">Proposed school expansions for 2014/15</a> <a href="#">Review of Primary School Development plan</a>  <a href="#">Basic Needs Provision Update</a> <a href="#">Basic Needs Programme</a> <a href="#">Section 106 allocation schedule</a>  Planning commenced for 2014/15 and 15/16 Primary School expansion.	
<b>Aim 2c</b> Development of the strategic plan to create additional secondary school places 2016 – 22 (inc feasibility study)  <b>Lead Officer: Iain Johncock</b> <b>Head of Strategic Place Planning</b>	Commence implementation of Strategic Plan recommendations	Update Education PDS on the implementation of the strategic plan.
<b>June 2014 Update</b>  Green	Secondary school review <a href="#">Update on School expansions</a> reported to January 2014 Education PDS.  Next round of discussions under way as well as further consideration of a new Catholic Secondary School and a University Technical College or similar provision.  Proposal has been submitted for a new Free School in the north west of the borough.	

<b>Priority 2</b>		
<b>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</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<b>Aim 2d</b> Build capacity to deliver an additional 600 places (1200 overall) for two year olds within the private, voluntary, independent and maintained early years provision by September 2014  <b>Lead Officer: Nina Newell</b> <b>Head of Schools and Early Years Commissioning and Quality Assurance</b>	Implement adopted schemes to create additional places by autumn 2014	
<b>June 2014 Update</b>  Green	Following the government announcement of additional funding to schools to develop childcare provision, this will be linked closely to the school expansion programme.  A full update on the Basic Needs Provision (Capital) was presented to Education PDS on 18 <sup>th</sup> March 2014. <a href="#">Basic Needs Provision Update</a> <a href="#">Basic Needs Programme</a> <a href="#">Section 106 allocation schedule</a>  780 places have been created for two year olds. An additional 320 children have been approved but are not yet attending. Approximately 25 referrals are received weekly, the majority on line.	
<b>We will measure achievement by:</b>		
All on time applicants are able to receive a school place within published timescales (2013 - all 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). Increase the number of early years places by an additional 600 (1200 overall) by September 2014		

<b>Priority 3</b>		
<b>Use the academy and Free School programme to promote and develop further that choice; Education Commitments 2, 3 and 4</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<p><b>Aim 3a</b> Support organisations to open Free Schools, (including identification of potential sites in areas of basic need)</p> <p>(Application phases January 2014 and May 2014 for proposed Free Schools opening in 2015)</p> <p><b>Lead Officer: Jo Twine</b> <b>Interim Project Manager</b> <b>Academies and Free Schools</b></p>	<p>Support the schools who have submitted applications for Free Schools in their interviews with the DfE to be held this term</p> <p>Report to Education PDS updating on Free School submissions</p>	<p>Support the schools who have submitted applications for Free Schools with their land and property matters</p> <p>Report to Education PDS updating on Free School submissions</p>
<p><b>June 2014 Update</b></p> <p>Green</p>	<p>Consultation on the joint application sponsored by Langley Park Boys and Girls Schools to provide a two Form Entry Primary School from September 2015 on their grounds to serve both Planning Areas 2 and 3 (Copers Cope, Kelsey and Eden Park; Shortlands, West Wickham, Hayes and Coney Hall) closed on 2nd December 2013. Support from the London Borough of Bromley remains in place, as required, throughout the process.</p> <p>Proposal has been submitted for a new secondary Free School in the north west of the borough.</p> <p>Bromley Technical School is being proposed by Bromley College.</p>	

<b>Priority 3</b>		
<b>Use the academy and Free School programme to promote and develop further that choice; Education Commitments 2, 3 and 4</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<b>Aim 3b</b> Promote partnership working for school improvement. Ensuring that school improvement opportunities are sustained into the future (VfM).  <b>Lead Officer: Nina Newell</b> <b>Head of Schools and Early Years Commissioning and Quality Assurance</b>		
<b>June 2014 Update</b>  Green	Forum to support new Head Teachers in the borough well received. It is envisaged that this will continue, with leadership responsibility transferring to the Academies.  Funding application for National Leaders of Education (NLE) approved. This will fund the provision of support for 'Special Measures' and schools requiring improvement.	
<b>We will measure achievement by:</b>		
All schools involved in a collaborative developing structure to move forward to become academies. Three or more Free School providers exploring opportunities within Borough.		

<b>Priority 4</b>		
<b>Support all maintained schools to enter into the academy programme to allow them to benefit from the opportunities it presents;</b>		
<b>Education Commitment 2</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<b>Aim 4a</b> Undertake a process of market testing for Workforce Development, developing recommendations for the future delivery and quality monitoring of the service  <b>Lead Officer: Laurence Downes, Commissioner</b>	Market testing tendering in process	Report back to Members on the outcome of the market testing exercise, presenting recommendations for consideration on the future delivery of services based on a 'best value' approach
<b>June 2014 Update</b>  Green	Specification workshops are in place with drafts in progress. Information briefings given to: all schools; early years providers, LBB staff and school governors.	

<b>Priority 4</b>		
<b>Support all maintained schools to enter into the academy programme to allow them to benefit from the opportunities it presents;</b>		
<b>Education Commitment 2</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<p><b>Aim 4b</b> Support all financially viable schools to convert to academy status by December 2015</p> <p>Ensure that all remaining primary schools are in discussion with the Local Authority on federations/sponsors by December 2015</p> <p>(Primary schools conversion status as at 7<sup>th</sup> October 2013 :- 23 (31%), converted 13 (18%), conversion in progress 11 (15%), potential conversion 27 (36%), maintained)</p> <p><b>Lead Officer: Jo Twine</b> <b>Interim Project Manager</b> <b>Academies and Free Schools</b></p>	<p>Explore all options with maintained schools for conversion to academy status, including formal and informal collaborative groups</p> <p>Facilitate partnership arrangements between primary and secondary academies with schools yet to convert</p> <p>Provide packages of support (HR/Finance/Legal/Brokerage) to schools proactively converting and tailored support to the 'hard to reach' sector</p> <p>Positively support popular outstanding schools to become local academy sponsors (two per term)</p> <p>Report to Education PDS updating on Academy progress</p>	<p>Explore all options with maintained schools for conversion to academy status, including formal and informal collaborative groups</p> <p>Facilitate partnership arrangements between primary and secondary academies with schools yet to convert</p> <p>Provide packages of support (HR/Finance/Legal/Brokerage) to schools proactively converting and tailored support to the 'hard to reach' sector</p> <p>Positively support popular outstanding schools to become local academy sponsors (two per term)</p> <p>Report to Education PDS updating on Academy progress</p>
<p><b>June 2014 Update</b></p> <p>Green</p>	<p>As at 3<sup>rd</sup> June 2014, the Primary School Academy conversion programme had achieved 31 (42%), converted 15 (20%), conversion in progress 23 (31%), exploring conversion 5 (7%), not actively exploring conversion</p> <p>The Bromley Academy Programme update is available on this agenda under Briefing Item reference ED 15065.</p>	



<b>Priority 4</b>		
<b>Support all maintained schools to enter into the academy programme to allow them to benefit from the opportunities it presents;</b>		
<b>Education Commitment 2</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<p><b>Aim 4c</b> Work with the Archdiocese of Southwark to enable the Catholic cluster of schools to move forward to become academies</p> <p>(Primary school RC conversion status as at 7<sup>th</sup> October 2013 :- Converted - 1 Application received by DfE – 5 No formal application – 2)</p> <p>Work with the Diocese of Rochester to enable the Church of England (CE) cluster of schools to move forward to become academies</p> <p>(Primary school CE conversion status as at 7<sup>th</sup> October 2013 :- Academy Order received - 1 No formal application – 6)</p> <p><b>Lead Officer: Jo Twine</b> <b>Interim Project Manager</b> <b>Academies and Free Schools</b></p>	<p>Support a minimum of one CE school per term to achieve academy status</p> <p>Maintain dialogue with the Archdiocese providing support as required</p>	<p>Support a minimum of one C of E school per term to achieve academy status</p> <p>Maintain dialogue with the Archdiocese providing support as required</p>
<p><b>June 2014 Update</b></p> <p>Green</p>	<p>Work has continued to assist the conversion of the Church of England and Roman Catholic clusters of maintained schools to become academies.</p> <p>Two Church of England schools converted to academy status on 1<sup>st</sup> April 2014 and academy orders have been received for six Roman Catholic schools.</p>	

**Priority 4****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:**

<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>

**We will measure achievement by:**

December 2015 all Bromley schools that are financially viable will be academies.

December 2015 all remaining maintained primary 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.

<b>Priority 5</b>		
<b>Encourage parents, faith groups and others to work with the borough to increase the range &amp; diversity of the outstanding schools on offer; Education Commitments 3</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<b>Aim 5a</b> Support the Diocese of Rochester to undertake primary school expansion in the borough  <b>Lead Officer: Jo Twine</b> <b>Interim Project Manager</b> <b>Academies and Free Schools</b>	Support Bishop Justus with the progression of an application for a 2 Form Entry Free School in an area of basic need in Bromley	Support Bishop Justus with the progression of an application for a 2 Form Entry Free School in an area of basic need in Bromley
<b>June 2014 Update</b>  Green	Initial discussions have taken place. Support from the London Borough of Bromley remains in place, as required, throughout the process.	
<b>Aim 5b</b> Support the Archdiocese of Southwark as to the feasibility of secondary school expansion in the borough  <b>Lead Officer: Jo Twine</b> <b>Interim Project Manager</b> <b>Academies and Free Schools</b>	Work with the Archdiocese of Southwark on proposals for a Catholic Secondary Free School	Work with the Archdiocese of Southwark on proposals for a Catholic Secondary Free School
<b>June 2014 Update</b>  Green	Dialogue continues with the Archdiocese with a new Catholic secondary school provision in the Borough supported in principle. <a href="#">Update on School expansions</a>	

**Priority 5**

**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 2014	
	Summer Term	Autumn Term
<p><b>Aim 5c</b> 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><b>Lead Officer: Nina Newell Head of Schools and Early Years Commissioning and Quality Assurance</b></p>	<p>Undertake annual categorisation process and work in partnership with the Diocese and Archdiocese in delivering a package of support to schools identified as under performing</p>	<p>Work in partnership with the Diocese and Archdiocese in delivering a package of support to schools identified as under performing in the summer term annual categorisation process</p>
<p><b>June 2014 Update</b></p> <p>Green</p>	<p>Support and challenge provided to schools is co-ordinated using a combination of the Local Authority staff team, externally commissioned consultants, and brokered school to school support.</p> <p>The detailed process of categorisation will be undertaken in August 2014, when updated data will be available from this year's tests and assessments.</p> <p>A detailed analysis of the categorisation of schools, outlining the process used, the support to be provided and detailed risk analysis will subsequently be reported to Education PDS.</p> <p>A full report is available on this agenda under report reference ED 15057 'Update on underperforming schools – including an update on categorisation report, risk analysis, support being provided by the LA'.</p>	
<p><b>We will measure achievement by:</b></p> <p>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.</p>		

<b>Priority 6</b>		
<b>Ensure those pupils with special educational needs have good outcomes; Education Commitments 5, 6 and 15</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<b>Aim 6a</b> Undertake a process of market testing for SEN Inclusion Support, developing recommendations for the future delivery and quality monitoring of this service  <b>Lead Officer: Laurence Downes, Commissioner</b>	Market testing tendering in process	Report back to Members on the outcome of the market testing exercise, presenting recommendations for consideration on the future delivery of services based on a 'best value' approach
<b>June 2014 Update</b>  Green	Specification workshops are in place with drafts in progress. Information briefings given to: all schools; early years providers, LBB staff and school governors.	
<b>Aim 6b</b> Commence discussions with relevant schools on management arrangements for the primary and secondary hearing impairment units  <b>Lead Officer: Laurence Downes, Commissioner</b>	Development of recommendations for consideration by Members	Implementation of recommendations
<b>June 2014 Update</b>  Green	Initial discussions held with schools and senior managers of the provision.	

<b>Priority 6</b>		
<b>Ensure those pupils with special educational needs have good outcomes; Education Commitments 5, 6 and 15</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<p><b>Aim 6c</b> Implement the SEN Education Reform as laid out in the Children and Families Bill. Commence the process for transition of Statements of Special Educational Needs to Education, Health and Care (EHC) plans</p> <p><b>Lead Officer: Mary Çava</b> <b>Head of SEN and Disability</b></p>	<p>Roll out Education, Health and Care plans in line with annual reviews</p> <p>All new assessments will follow the Education, Health and Care framework</p>	<p>Roll out Education, Health and Care plans in line with annual reviews</p> <p>All new assessments will follow the Education, Health and Care framework</p>
<p><b>June 2014 Update</b></p> <p>Green</p>	<p>Discussions are in place for the transition pending confirmation of the requirements of the Code of Practice. Paper presented to January 2014 Care Services and Education PDS highlighting the implications of the new legislation.</p> <p><a href="#">SEN Pathfinder Project</a> <a href="#">SEN Pathfinder Project - Code of Practice</a></p>	
<p><b>Aim 6d</b> Establish the SEN local offer provision of both schools and the Local Authority as specified in the draft Special Educational Needs (SEN) Code of Practice for 0-25 year olds (Oct 2013)</p> <p><b>Lead Officer: Mary Çava</b> <b>Head of SEN and Disability</b></p>	<p>Publication of the School local offer</p>	

<b>Priority 6</b>		
<b>Ensure those pupils with special educational needs have good outcomes; Education Commitments 5, 6 and 15</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<b>June 2014 Update</b>  Green	Banded funding guide workshop with Special Educational Needs Co-ordinators took place on 5 <sup>th</sup> February 2014. Further workshops are planned to ensure that the information and process is embedded consistently across schools.  Banded funding guide completed and distributed to all Secondary Head Teachers (January 2014) and Primary Head Teachers in Quarter Three.  SEN Local Offer template for schools completed and distributed.	
<b>Aim 6e</b> Expand the Glebe School by two forms of entry from September 2014 to extend good practice and high quality provision for children with Autistic Spectrum Disorder (ASD)  <b>Lead Officer: Mary Çava</b> <b>Head of SEN and Disability</b>	Building works to be undertaken to deliver additional capacity  Support school with preparation for additional 16 Autistic Spectrum Disorder (ASD) pupils from September 2014	Opening of expanded Glebe School
<b>June 2014 Update</b>  Green	Feasibility study for Glebe School options considered by Education PDS. Works realigned in line with demand for places, with one form of entry now planned for September 2014 when the school will take 145 pupils, an increase of 8 pupils. A further 8 pupils will be admitted from September 2015.  <a href="#">Basic Needs Provision Update</a> <a href="#">Basic Needs Programme</a> <a href="#">Section 106 allocation schedule</a>	

<b>Priority 6</b>		
<b>Ensure those pupils with special educational needs have good outcomes; Education Commitments 5, 6 and 15</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<p><b>Aim 6f</b> In conjunction with Croydon, Merton and Bexley, proactively manage SEN educational placements with the independent market focusing on market development, negotiation and commissioning strategies, modelling future demand and sharing best practice. Use collective 'voice' to negotiate consistency in practice as well as seeking increased value for money.</p> <p><b>Lead Officer: Mary Çava</b> <b>Head of SEN and Disability</b></p>	<p>Undertake a review of eight schools (per borough) using outcomes to drive local market provision and ensure consistency and cost effectiveness of placements</p> <p>Use review data to develop a value for money market to meet future need and shape place planning</p>	
<p><b>June 2014 Update</b></p> <p>Green</p>	<p>Launched joint approach to the market at a provider event at November 2013.</p> <p>Targeted meetings held with 'top ten' providers in terms of spend.</p> <p>Ongoing engagement with the market to shape future provision including development of a joint commissioning strategy to maximise the benefits of collaboration.</p>	



<b>Priority 6</b>		
<b>Ensure those pupils with special educational needs have good outcomes; Education Commitments 5, 6 and 15</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<p><b>Aim 6g</b> Enable young people with more complex Learning Difficulties and/or Disabilities (LDD) to live, learn and work within their own community by developing mixed education packages across mainstream and specialist provision</p> <p><b>Lead Officer: Debi Christie, Commissioning Manager (Specialist Provision)</b></p>	<p>Packages of support developed and agreed and detailed in each young person's Education, Health and Care Plan. Provision/support commissioned through the 2014/15 High Needs Student (HNS) placement process</p>	<p>Young people move from school to their further education placement, with appropriate package of support in place to meet need</p>
<p><b>June 2014 Update</b></p> <p>Green</p>	<p>Cohort of 5 young people with complex needs have been assessed at Bromley College with the support of social care and health to ensure a holistic package is in place to enable them to remain within their local community. The partnership between schools, colleges, young people, families and the voluntary sector continues to strengthen. Strong partnership with Oxleas NHS Trust is now in place with skills and knowledge developed at Bromley College around therapies in education and in particular speech and language being integrated within the core curriculum instead of being a separate intervention. Setting up a project that supports focused link courses from school to college for young people that suffer significant anxieties and for whom change in environment and people puts them at high risk of placement breakdown and presenting with behaviours that challenge.</p>	
<b>We will measure achievement by:</b>		
<p>September 2014:</p> <ul style="list-style-type: none"> <li>• Reduction in reliance on out borough placements for ASD complex and Aspergers Syndrome</li> <li>• 16 additional ASD places at Glebe School</li> <li>• 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.</li> </ul>		

**Priority 7**

**Ensure high quality provision continues for vulnerable groups, 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 2014	
	Summer Term	Autumn Term
<p><b>Aim 7a</b> Undertake a process of market testing for the Behaviour Service, developing recommendations for the future delivery and quality monitoring of this service</p> <p><b>Lead Officer: Laurence Downes, Commissioner</b></p>	Market testing tendering in process	Report back to Members on the outcome of the market testing exercise, presenting recommendations for consideration on the future delivery of services based on a 'best value' approach
<p><b>June 2014 Update</b> Green</p>	Specification workshops are in place with drafts in progress. Information briefings given to: all schools; early years providers, LBB staff and school governors.	
<p><b>Aim 7b</b> Undertake a full market test of the Bromley Adult Education Service, to establish the opportunities for maintaining high quality education opportunities, representing good value for money for the local authority, taxpayers and clients of the service</p> <p><b>Lead Officer: Debi Christie, Commissioning Manager (Specialist Provision)</b></p>	Outcome of market testing exercise and best value analysis completed, presented to Education PDS for decision to appoint and contract	Contract negotiations complete and contract commences with smooth transition from existing to new service
<p><b>June 2014 Update</b> Green</p>	Approach and timeline agreed by Members. Investigative work with internal colleagues and meetings with the Skills Funding Agency (funder) taken place. The SFA have provided four possible options to Local Authorities in their approach to potentially externalising the service, which are currently being evaluated.	

<b>Priority 7</b>		
<b>Ensure high quality provision continues for vulnerable groups, those leaving school and others over the school leaving age whether through preparation for employment, apprenticeships or higher education; Education Commitments 7 – 10</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<p><b>Aim 7c</b> In conjunction with Job Centre Plus (JCP), deliver approved qualification courses for adult learners designed with employability in mind</p> <p><b>Lead Officer: Carol Arnfield, Head of Service, Adult Education</b></p>	<p>Review progress made towards Skills Funding Agency 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"> <li>• 5 CV Writing courses</li> <li>• 5 Level 1 Award in Computing courses</li> <li>• 2 Level 1 Award in Retail courses</li> <li>• 3 Job Search and Interview Skills courses</li> <li>• 3 Level 1 Office Skills courses</li> </ul> <p>Plan SFA funded provision for autumn term to meet 2014/15 SFA funding targets</p>	<p>Submit final data return to Skills Funding Agency reporting end of 2013/14 full year performance</p> <p>Review progress against enrolment targets for full year courses</p>
<p><b>June 2014 Update</b></p> <p>Green</p>	<p>Mid year review indicated Skills Funding Agency shortfall. Additional provision planned including four ESOL (English for Speakers of Other Languages) courses, seven maths and English, two Level 1 Caring for Children, two CV writing, two Internet and E mail and intensive study courses in ESOL for July 2014.</p> <p>Courses currently in progress:-</p> <ul style="list-style-type: none"> <li>• CV writing courses: two completed, one in progress, two planned for June/July</li> <li>• L1 Computing courses: one in progress, two planned for June/July</li> <li>• L1 Retail courses: one in progress</li> <li>• Job search and interview skills: one cancelled due to low demand. Job Centre Plus clients directed to Universal Job Match courses with two completed and one planned for July</li> <li>• L1 Office Skills: two completed, one planned for July</li> </ul> <p>Planning process for 2014/15 underway. Enrolments commenced 9<sup>th</sup> June 2014 for all Phase One planned provision</p>	

<b>Priority 7</b>		
<b>Ensure high quality provision continues for vulnerable groups, those leaving school and others over the school leaving age whether through preparation for employment, apprenticeships or higher education; Education Commitments 7 – 10</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<p><b>Aim 7d</b> In partnership with the voluntary and third sector, devise and deliver a programme of educational support for 'hard to reach' groups</p> <p><b>Lead Officer: Carol Arnfield, Head of Service, Adult Education</b></p>	<p>Develop and deliver a programme of courses enriching life and enhancing employment opportunities</p> <p>Key targets for Summer term</p> <ul style="list-style-type: none"> <li>• Work with 1 new partner delivering basic IT to low income families</li> <li>• Work with 11 partners to deliver 23 enrichment courses</li> </ul>	<p>Undertake a needs analysis of 'hard to reach' groups for targeted provision for 2014/15</p> <p>Develop and deliver a programme of courses enriching life and enhancing employment opportunities</p>
<p><b>June 2014 Update</b></p> <p>Green</p>	<p>Bromley Adult Education is working with a new partner – Crystal Palace Community Development Trust (CPCDT) delivering three courses.</p> <p>27 enrichment courses are being delivered, working with 13 partners.</p>	
<p><b>Aim 7e</b> In partnership with local providers and further education colleges, build on the recently approved alternative provision for Key Stage 4 pupils to minimise the numbers 'Not in Education, Employment or Training' (NEET)</p> <p><b>Lead Officer: John Burrell KS4 Alternative Provision Manager</b></p>	<p>Work with cohort to ensure that they remain in education, employment and training</p> <p>Undertake needs analysis to ensure provision for 2014/15 academic year is sufficient in both terms of places and breadth of subjects covered. Where appropriate, commission additional provision from partner organisations</p>	<p>Work with cohort to maximise likelihood of remaining in education, employment and training</p>

<b>Priority 7</b>		
<b>Ensure high quality provision continues for vulnerable groups, those leaving school and others over the school leaving age whether through preparation for employment, apprenticeships or higher education; Education Commitments 7 – 10</b>		
<b>This will be achieved by:</b>		
<b>Aims</b>	<b>Actions for 2014</b>	
	<b>Summer Term</b>	<b>Autumn Term</b>
<b>June 2014 Update</b>  Green	<p>There are currently 55 Year 11 students enrolled in Local Authority alternative provision.</p> <p>The new 14-16 provision for Key Stage Four students at Bromley College will open in September 2014 and will take up to 60 students.</p> <p>Kingswood Pupil Referral Unit (PRU), in the process of converting to academy status from 1<sup>st</sup> September 2014 and sponsored by Bromley College, will provide additional vocational opportunities for up to 25 Key Stage Four students.</p>	
<b>Aim 7f</b> Review provision of home/hospital and respite education services to students unable to attend mainstream school. Aim to :- - improve outcomes for individuals, - promote social inclusion - minimise the numbers 'Not in Education, Employment or Training'  This action will feed into the Behaviour Services element of the Education Commissioning Programme  <b>Lead Officer: John Burrell</b> <b>KS4 Alternative Provision Manager</b>	In partnership with providers, commission provision to minimise the numbers 'Not in Education, Employment or Training'	In partnership with providers, commission provision to minimise the numbers 'Not in Education, Employment or Training'

**Priority 7**

**Ensure high quality provision continues for vulnerable groups, 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 2014	
	Summer Term	Autumn Term
<b>June 2014 Update</b>  Green	Currently 23 students attend Respite education.  There are also students who are unable to attend mainstream education who receive group tuition (max 10 students) from the joint 'Home and Hospital and Respite' provision. There are 40 students who receive home tuition elsewhere (home or libraries), and 23 at the Nightingale centre.  The service also monitors those who have Elected to Home Educate (180 students) and works with those in Year 11 to assure transition to post 16.	
<b>Aim 7g</b> Embed the Raising the Participation Age (RPA) Strategy, Action Plan and Commissioning priorities  <b>Lead Officer: Paul King</b> <b>Head of Service, Bromley Youth Support Programme</b>	Draft revised Action Plan for 2014-15	Review and report on progress against the Raising the Participation Age Action Plan
<b>June 2014 Update</b>  Green	Not in Education, Employment or Training/Raising the Participation Age report presented to Education PDS 30 <sup>th</sup> January 2014 outlining a) The Borough's performance relating to the identification of, and provision of, support for young people currently not participating, or at risk of not participating, in Education, Employment or Training b) The Borough's strategies for improving the participation of young people in Education, Employment or Training  <a href="#">Not in Education, Employment or Training (NEET) - Strategies for improving the participation of young people in EET</a>  <a href="#">Not in Education, Employment or Training (NEET) Appendix 1</a>	

**Priority 7**

**Ensure high quality provision continues for vulnerable groups, 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 2014	
	Summer Term	Autumn Term
<p><b>Aim 7h</b> 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><b>Lead Officer: Paul King</b> <b>Head of Service, Bromley Youth Support Programme</b></p>	<p>Implement any changes following review 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>Implement September Guarantee tracking exercise and ensure that those identified as without an order of EET for September are provided with support</p>	<p>Conduct annual survey of student destinations</p> <p>Conclude September Guarantee tracking exercise and ensure that all young people without an offer of EET are provided with support</p>
<p><b>June 2014 Update</b></p> <p>Green</p>	<p>Existing arrangements reviewed and exemption sought to remain with present provider as most cost effective means of providing participation tracking services.</p> <p>Service leads briefed on all tracking requirements through Participation in Education, Employment or Training (PEET) meetings. RPA briefing page published on the Council's web site on 16<sup>th</sup> January 2014. <a href="#">Raising the Participation Age Bromley Web Site Page</a></p>	
<p><b>Aim 7i</b> Through a second phase of investment, support youth employment opportunities for Bromley Residents</p> <p><b>Lead Officer: Hannah Jackson</b> <b>Project Officer, Renewal and Recreation</b></p> <p>Note: Aim amended to reflect revised parameters of project</p>	<p>This aim is monitored and reported via the Renewal and Recreation Portfolio Plan</p> <p><a href="#">Recreation and Renewal Portfolio Plan 2013/14 (Aim 3d page 23)</a></p>	<p>This aim is monitored and reported via the Renewal and Recreation Portfolio Plan</p> <p><a href="#">Recreation and Renewal Portfolio Plan 2013/14 (Aim 3d page 23)</a></p>

**Priority 7**

**Ensure high quality provision continues for vulnerable groups, 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 2014	
	Summer Term	Autumn Term
<b>June 2014 Update</b>	Phase One of the project has created employment opportunities for 48 young unemployed residents.	
Green	Options appraisal for Phase Two completed.	

**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 2014

- the Borough will know the EET participation of school leavers - 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 66 apprenticeships and 132 internships

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 92%
- attendance at adult skills courses for post 16 years is greater than 88%
- achievement at adult skills courses for post 16 years is greater than 92%



## **Glossary**

AD	Assistant Director
ASD	Autistic Spectrum Disorder
BAEC	Bromley Adult Education College
BEBP	Bromley Education Business Partnership
BYSP	Bromley Youth Support Programme
CE	Church of England
CPD	Continuing Professional Development
DFE	Department for Education
EET	Education, Employment or Training
EHC	Education, Health and Care
ESF	European Social Fund
HNS	High Needs Student
IAG	Information, Advice and Guidance
JCP	Job Centre Plus
LA	Local Authority
LAC	Looked after Children
LBB	London Borough of Bromley
LDD	Learning Difficulties and/or Disabilities
MAT	Multi Academy Trust
NEET	Not in Education, Employment or Training
NQT	Newly Qualified Teachers
PAP	Pre Apprenticeship Programme
PDS	Policy, Development and Scrutiny
PEET	Participation in Education, Employment or Training
PSAG	Primary Schools Advisory Group
QIP	Quality Improvement Programme
RC	Roman Catholic
RONIS	Risk of NEET Indicators
RPA	Raising the Participation Age
SEN	Special Educational Needs
SENCO	Special Educational Needs Coordinator
SEND	Special Educational Needs and Disability
SFA	Skills Funding Agency
VFM	Value for Money
YOT	Youth Offending Team