



# **Education Portfolio Priorities**

(Including the Education Covenant & Commitments)

September 2015 – August 2016

**DRAFT**

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## The London Borough of Bromley Education Covenant

### **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.

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#### **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.

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**\* 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</p>							✓

<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>
variety of skilled trades							
10 We support the concept of 'lifelong learning' and the important work of adult education							✓
11 We support schools in ensuring that all teachers and other staff are competent in their role	✓						
12 We support schools in maintaining good discipline	✓						
13 We work to improve school governance		✓					
14 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	✓						
15 We encourage schools to identify children with exceptional talents or academic ability and ensure that their needs are provided for						✓	
16 We support changes to improve the quality and rigour of the exam system	✓						
17 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	✓						

Note:- Ticks are hyperlinked to the relevant Priority

**Priority 1**

**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 2015/16		
	Autumn Term	Spring Term	Summer Term
<p><b>Aim 1a</b> Undertake a process of market testing for all Education services within scope*, developing recommendations for the future delivery and quality monitoring of these services</p> <p><b>Lead Officer: Laurence Downes, Commissioner</b></p>	<p>Evaluate Detailed Proposals and engage in dialogue</p> <p>Invitation to submit Final Proposal</p> <p>Evaluation and Dialogue</p> <p>Establish preferred bidder and completion of due diligence</p> <p>Recommendations on the outcome of market testing to Executive, with pre-decision scrutiny from Education PDS and Education Budget Sub Committee</p> <p>Issues arising from dialogue or due diligence, if any, may impact current timescales</p>	<p>Actions for the Spring term are dependent on the outcome of market testing and Member decision</p> <p>In the event of a tender resulting in a contract for the delivery of Education Services, this period will be for mobilisation for an estimated contract start date of April 2016</p> <p>This includes undertaking all required statutory actions in relation to TUPE</p>	<p>Actions for Summer term are dependent upon the outcome of market testing and Member decision</p> <p>In the event of the tender resulting in a contract for the delivery of Education Services, this period will be for transition as the contract is implemented and embedded</p>

\* Education Services within the scope of market testing include-

Admissions  
Behaviour Services  
Early Years  
Education Welfare  
School Improvement  
Specialist Educational Needs (including Inclusion Support and Specialist Support and Disability Service)  
Strategic Management and Place Planning  
Workforce Development and Governor Services

**Priority 1**

**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 2015/16		
	Autumn Term	Spring Term	Summer Term
<p><b>Aim 1b</b> Through a continuous review of Local Authority Maintained school categorisation based on risk, agree intervention and support to ensure improvement in under performing schools</p> <p><b>Lead Officer: Julia Waldman Head of Schools and Early Years Commissioning and Quality Assurance</b></p>	<p>Six weekly Schools' Action Group meetings to identify schools which may require early intervention, or rapid intervention, as well as issues of concern. Develop action plan to monitor impact</p> <p>Provide intensive support to Local Authority Maintained Category 4 (High Priority) schools, building capacity to bring about the necessary improvements with achievements and standards, provided either through in house resources or through commissioning specialist school improvement expertise</p> <p>Where schools have converted to Academy status, escalate any serious performance concerns to the Regional Schools Commissioner</p> <p>Improvements to under performing schools reported to Education PDS</p>	<p>Provide intensive support to Local Authority Maintained Category 4 (High Priority) schools, building capacity to bring about the necessary improvements with achievements and standards, provided either through in house resources or through commissioning specialist school improvement expertise</p> <p>Where schools have converted to Academy status, escalate any serious performance concerns to the Regional Schools Commissioner</p> <p>Improvements to under performing schools reported to Education PDS</p>	<p>Provide intensive support to Local Authority Maintained Category 4 (High Priority) schools, building capacity to bring about the necessary improvements with achievements and standards, provided either through in house resources or through commissioning specialist school improvement expertise</p> <p>Where schools have converted to Academy status, escalate any serious performance concerns to the Regional Schools Commissioner</p> <p>Improvements to under performing schools reported to Education PDS</p>



**Priority 1**

**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 2015/16		
	Autumn Term	Spring Term	Summer Term
<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</p> <p><b>Lead Officer: Julia Waldman</b> <b>Head of Schools and Early Years Commissioning and Quality Assurance</b></p>	<p>Identify settings in need of support, develop and deliver action plans in individual settings</p> <p>Deliver 2015/16 training plan for Early Years settings including updating settings on latest requirements and developing good and outstanding practice in safeguarding, leadership, high quality early years provision and child care</p>	<p>Identify settings in need of support, develop and deliver action plans in individual settings</p> <p>Deliver 2015/16 training plan for Early Years settings including updating settings on latest requirements and developing good and outstanding practice in safeguarding, leadership, high quality early years provision and child care</p>	<p>Identify settings in need of support, develop and deliver action plans in individual settings</p> <p>Develop 2016/17 training plan for early years settings</p>

**Priority 1**

**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 2015/16		
	Autumn Term	Spring Term	Summer Term
<p><b>Aim 1d</b> Strengthen the quality of Governance (setting strategic direction and promoting school improvement), through the role of Local Authority Governors</p> <p><b>Lead Officer: Carol Arnfield Head of Adult Education</b></p>	<p>Through partnership working with the School Governors One Stop Shop, widen the pool of Governors with relevant skills to support good governance</p> <p>Continue panel scrutiny of Local Authority Governor appointments and renewals</p> <p>Work in partnership with Schools Action group to identify opportunities to support schools</p> <p>Deliver Autumn term training and support package for school and academy governors including:-</p> <ul style="list-style-type: none"> <li>- Roll-out of the new Bromley Governors Training programme</li> <li>- 'Taster' session for potential new governors (21st September)</li> <li>- Hosting Chairs of Governors, Local Authority and Link Governors forums and the annual Bromley Governors conference</li> </ul>	<p>Continue with the new Bromley Governors Training programme to include new courses</p> <p>Free to attend forums for Chairs of Governors and Local Authority and Link governors covering local and national issues</p>	<p>Review progress and priorities and adjust activities as indicated. Target outcomes to be agreed early Spring term</p>

**We will measure achievement by:**

No schools will remain in a high priority category for more than two years

**Priority 2**

**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 2015/16		
	Autumn Term	Spring Term	Summer Term
<p><b>Aim 2a</b> Implementation of the Primary Schools development plan (including expansions) will provide additional reception places for September 2016 and beyond in the following Planning Areas:</p> <p>1 – Crystal Palace, Penge and Cator, Clock House 2 – Copers Cope, Kelsey and Eden Park 4 – Bromley Town, Plaistow and Sundridge, Bickley 6 – Chislehurst and Mottingham 7 – Cray Valley East and Cray Valley West 8 – Orpington, Chelsfield and Pratts Bottom</p> <p><b>Lead Officer: Rob Bollen</b> <b>Head of Strategic Place Planning</b></p>	<p>Report 'Updated Primary Schools Development Plan' to Education PDS in light of primary admissions for 2015/16, taking into account revised population projections and making further recommendations for primary school admissions in 2016/17</p> <p>Review Basic Need programme, designing and developing school enlargement options to meet the expansion needs of the Primary School Development plan and report to Education PDS in the Spring term</p> <p>Deliver Basic Need permanent expansion schemes to create an additional 840 places at</p> <ul style="list-style-type: none"> <li>- Parish CE Primary school</li> <li>- Worsley Bridge Primary school</li> <li>- St. Paul's Cray CE Primary school</li> <li>- Midfield Primary school</li> </ul> <p>Award of contracts for permanent expansion to create an additional 525 places at</p> <ul style="list-style-type: none"> <li>- Edgebury Primary school</li> <li>- St George's Primary school</li> <li>- Scotts Park Primary school</li> </ul> <p>Undertake external consultant review of place planning data and production of ward level updates on the demand for school places, local capacity and options for expansion</p>	<p>Completion of works at Clare House Primary school to incorporate permanent expansion by one form of entry creating 210 places</p> <p>Completion of works at Unicorn Primary school to expand teaching accommodation, hygiene facilities and a second school hall to meet space size requirements of two forms of entry</p> <p>Report updated Basic Need programme to Education PDS</p>	<p>Implement next phase of works to deliver permanent expansion and bulge classes where required</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 2015/16</b>		
	<b>Autumn Term</b>	<b>Spring Term</b>	<b>Summer Term</b>
<p><b>Aim 2b</b> Development of the strategic plan to create additional secondary school places 2016 – 22 (inc feasibility study)</p> <p><b>Lead Officer: Rob Bollen</b> <b>Head of Strategic Place Planning</b></p>	<p>Report 'Updated Secondary Schools development plan' to Education PDS in light of admissions for 2015/16, taking into account revised population projections and the position on free schools due to open in the borough</p> <p>Work with existing secondary schools to develop proposals for future secondary school expansion</p>	<p>Work with existing secondary schools to develop proposals for future secondary school expansion</p>	<p>Work with existing secondary schools to develop proposals for future secondary school expansion</p>
<p><b>Aim 2c</b> Build capacity to deliver an additional 50 places for two year olds within the private, voluntary, independent and maintained early years provision by September 2016</p> <p><b>Lead Officer: Julia Waldman</b> <b>Head of Schools and Early Years Commissioning and Quality Assurance</b></p>	<p>Actively support the development of early years provision through:-</p> <ul style="list-style-type: none"> <li>- support to prospective new providers</li> <li>- support to the sector to encourage existing providers to offer places to two year olds</li> <li>- collaborative working with the planning department</li> <li>- delivery of the Schools Capital Expansion programme</li> </ul>	<p>Actively support the development of early years provision through:-</p> <ul style="list-style-type: none"> <li>- support to prospective new providers</li> <li>- support to the sector to encourage existing providers to offer places to two year olds</li> <li>- collaborative working with the planning department</li> <li>- delivery of the Schools Capital Expansion programme</li> </ul>	<p>Implement adopted schemes to create additional places by autumn 2016</p>
<b>We will measure achievement by:</b>			
All on time applicants are able to receive a school place within published timescales			

<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 2015/16</b>		
	<b>Autumn Term</b>	<b>Spring Term</b>	<b>Summer 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><b>Lead Officer: Rob Bollen</b> <b>Head of Strategic Place Planning</b></p>	<p>Continue dialogue with the Education funding Agency (EfA) and free schools to meet the demonstrable need for school places</p> <p>Report to Education PDS updating on free school admissions</p>	<p>Continue dialogue with the Education funding Agency (EfA) and free school proposers supporting new free schools to meet the demonstrable need for school places</p>	<p>Continue dialogue with the Education funding Agency (EfA) and free school proposed supporting new free schools to meet the demonstrable need for school places</p>
<p><b>Aim 3b</b> Through effective partnership working between the Local Authority and Academies, ensure statutory duties are met in relation to sufficiency of places, fair access and provision for vulnerable children</p> <p><b>Lead Officer: Julia Waldman</b> <b>Head of Schools and Early Years Commissioning and Quality Assurance</b></p>	<p>Deliver a programme of school support and improvement training, some of which will be accessible to academies as a means of meeting statutory duties</p> <p>Deliver and support training package for Newly Qualified Teachers (NQT)</p> <p>Deliver assessment and progression project to include Academy representation</p>	<p>Deliver a programme of school support and improvement training, some of which will be accessible to academies as a means of meeting statutory duties</p> <p>Deliver and support training package for Newly Qualified Teachers (NQT)</p> <p>Deliver assessment and progression project to include Academy representation</p>	<p>Deliver a programme of school support and improvement training, some of which will be accessible to academies as a means of meeting statutory duties</p> <p>Deliver and support training package for Newly Qualified Teachers (NQT)</p> <p>Deliver assessment and progression project to include Academy representation</p>
<b>We will measure achievement by:</b>			
All remaining financially viable maintained primary schools will be in discussions with the LA on Federation arrangements.			

<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 2015/16</b>		
	<b>Autumn Term</b>	<b>Spring Term</b>	<b>Summer Term</b>
<p><b>Aim 4a</b> Support all remaining Primary Maintained schools to convert to academy status.</p> <p><b>Lead Officer: Julia Waldman</b> <b>Head of Schools and Early Years Commissioning and Quality Assurance</b></p>	<p>Explore options with maintained schools for conversion to academy status, including</p> <ul style="list-style-type: none"> <li>- formal and informal collaborative groups</li> <li>- partnership and cluster arrangements</li> <li>- trust options</li> </ul> <p>Provide packages of support (HR/Finance/Legal/Brokerage) to schools undergoing conversion</p> <p>Report to Education PDS on academy conversion progress</p>	<p>Explore options with maintained schools for conversion to academy status, including</p> <ul style="list-style-type: none"> <li>- formal and informal collaborative groups</li> <li>- partnership and cluster arrangements</li> <li>- trust options</li> </ul> <p>Provide packages of support (HR/Finance/Legal/Brokerage) to schools undergoing conversion</p> <p>Report to Education PDS on academy conversion progress</p>	<p>Explore options with maintained schools for conversion to academy status, including</p> <ul style="list-style-type: none"> <li>- formal and informal collaborative groups</li> <li>- partnership and cluster arrangements</li> <li>- trust options</li> </ul> <p>Provide packages of support (HR/Finance/Legal/Brokerage) to schools undergoing conversion</p> <p>Report to Education PDS on academy conversion progress</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:**

Aims	Actions for 2015/16		
	Autumn Term	Spring Term	Summer Term
<p><b>Aim 4b</b> Work with the Archdiocese of Southwark to enable the Catholic cluster of schools that are not Academies to move forward to conversion</p> <p>Work with the Diocese of Rochester to enable the Church of England (CE) cluster of schools that are not Academies to move forward to conversion</p> <p><b>Lead Officer: Julia Waldman Head of Schools and Early Years Commissioning and Quality Assurance</b></p>	<p>Maintain dialogue with the Archdiocese providing support as required</p> <p>Support Church of England schools to achieve academy status</p>	<p>Maintain dialogue with the Archdiocese providing support as required</p> <p>Support Church of England schools to achieve academy status</p>	<p>Maintain dialogue with the Archdiocese providing support as required</p> <p>Support Church of England schools to achieve academy status</p>

**We will measure achievement by:**

All remaining financially viable maintained primary schools will be in discussions with the LA on Federation arrangements. The range of models will include MATs, 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 2015/16</b>		
	<b>Autumn Term</b>	<b>Spring Term</b>	<b>Summer Term</b>
<p><b>Aim 5a</b> Support the Diocese of Rochester to undertake primary school expansion in the borough, specifically in the following Planning Areas</p> <p>4 – Bromley Town, Plaistow and Sundridge, Bickley 6 – Chislehurst and Mottingham 7 – Cray Valley East and Cray Valley West</p> <p><b>Lead Officer: Rob Bollen</b> <b>Head of Strategic Place Planning</b></p>	<p>Support the expansion of Church of England Primary Schools in planning areas 4,6, and 7</p> <p>Deliver the Basic Need expansion programme of works at St. Paul's Cray CE Primary school and Parish CE Primary school, together with an additional classroom at Keston CE Primary school</p>	<p>Commence expansion works for an additional 0.5 form of entry at St George's Primary school</p>	<p>Support expansion works in line with Basic Need programme</p>
<p><b>Aim 5b</b> Support the Archdiocese of Southwark as to the feasibility of secondary school expansion in the borough</p> <p><b>Lead Officer: Rob Bollen</b> <b>Head of Strategic Place Planning</b></p>	<p>Work with the Archdiocese of Southwark to realise aspirations for a Catholic Secondary Free School</p>	<p>Work with the Archdiocese of Southwark to realise aspirations for a Catholic Secondary Free School</p>	<p>Work with the Archdiocese of Southwark to realise aspirations for a Catholic Secondary Free School</p>



**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 2015/16		
	Autumn Term	Spring Term	Summer Term
<p><b>Aim 5c</b> Ensure that the good working relationship continues with the Diocese and Archdiocese through open dialogue and challenge in relation to intervention in under-performing schools</p> <p><b>Lead Officer: Julia Waldman Head of Schools and Early Years Commissioning and Quality Assurance</b></p>	Work in partnership with the Diocese and Archdiocese in delivering a package of support to schools identified as under performing	Work in partnership with the Diocese and Archdiocese in delivering a package of support to schools identified as under performing	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

**We will measure achievement by:**

Church of England schools converted under MAT or 'chain' arrangement with relevant Diocese  
Roman Catholic schools converted under MAT or 'chain' arrangement with relevant Diocese

<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 2015/16</b>		
	<b>Autumn Term</b>	<b>Spring Term</b>	<b>Summer Term</b>
<p><b>Aim 6a</b> Implement the SEN Education Reform as laid out in the Children and Families Act through a skilled and knowledgeable workforce, ensuring the confidence of parents and families</p> <p><b>Lead Officer: Mary Çava</b> <b>Special Educational Needs and Disability (SEND) Reforms</b> <b>Implementation Manager</b></p>	<p>Report to the Executive Member Officer Working Group Special Educational Needs and Disabilities, on progress of conversion of Statements to Plans</p> <p>Continually review systems and processes to ensure delivery of high quality Education, Health and Care Plans</p> <p>Embed Special Educational Needs and Disability (SEND) delivery systems; monitor and evaluate the new processes, in particular the Local Offer, with partners and stakeholders</p> <p>Work with partners and co-ordinate Local Area Services in preparation for the Local Area Ofsted Inspection. Ensure statutory assessment compliance and engagement of health and social care in individual assessment work</p>	<p>Deliver year two of the three year Transition Plan programme, modifying in light of Department for Education emerging requirements</p> <p>Review the Special Educational Needs and Disability pathway, integrated panels and processes to inform the production of high quality plans within nationally prescribed timescales</p> <p>Develop and implement any improvement areas identified by the Ofsted inspection</p>	<p>Survey stakeholders, partner agencies and third sector services to inform and further develop the Local Offer</p> <p>Collate and review data to inform efficient and effective joint commissioning of services – modify service delivery accordingly</p> <p>Review progress against improvement plans</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 2015/16</b>		
	<b>Autumn Term</b>	<b>Spring Term</b>	<b>Summer Term</b>
<p><b>Aim 6b</b> As part of the South London Boroughs' Joint Special Educational Needs (SEN) Commissioning Project, develop an integrated commissioning solution to proactively manage SEN educational placements with the independent market. 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>Special Educational Needs and Disability (SEND) Reforms Implementation Manager</b></p>	<p>Review integrated commissioning options with leads in the nine other partner boroughs, ensuring options considered provide quality and value for money</p> <p>Ensure robust levels of governance to progress South East Together Partnership collaboration agreements</p>	<p>Formalise partnership arrangements with consortium boroughs to strengthen identification of efficiencies delivered through quality value for money placements</p>	<p>Maximise quality of provision and effectiveness of local commissioning decisions through:-</p> <ul style="list-style-type: none"> <li>- efficient implementation of the cross borough partnership</li> <li>- delivery of training programme</li> </ul>

<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 2015/16</b>		
	<b>Autumn Term</b>	<b>Spring Term</b>	<b>Summer Term</b>
<p><b>Aim 6c</b> Further develop local provision and partnerships to enable young people with more complex Special Educational Needs and Disabilities (SEND) to live, learn and work in their local community</p> <p><b>Lead Officer: Debi Christie, Commissioning Manager 16-25 (Specialist Provision)</b></p>	<p>Monitor new starts placements commencing 2015/16 for young people moving from school to Further Education to ensure meeting needs</p> <p>Commission a review of the pathways across education, health and care for young people including the local offer to identify needs and gaps in provision and develop an action plan to address future gaps and need</p> <p>Start to implement the Preparing for Employment programme in Bromley, which will include developing a shared vision and employment pathways with all partners in Bromley (education, care, health, third sector, parents and young people)</p> <p>Develop an engagement strategy for young people to ensure involvement in developing the local offer in Bromley</p>	<p>Preparation for Employment programme continuation, including integrating local supported employment services into the Bromley College curriculum and providing job coach and systematic instruction training to a group of professionals working with young people. Additionally, develop the supported internship programme with large employers locally</p> <p>Review pilot programme at Bromley College using the TEACCH method (structured teaching for young people with Autistic Spectrum Disorder), with a view to implementing it as part of the core curriculum from September 2016</p>	<p>Review preparation for employment programme to ensure DfE targets met, ensuring a stronger employment offer in Bromley from September 2016.</p> <p>Review pilot provision of Occupational Therapy at Bromley College to ensure it can be an integral part of the core offer from September 2016</p> <p>Review Bromley's engagement strategy to ensure involvement in developing the local offer in Bromley.</p> <p>Completion of all Statement to Education Health and Care Plans conversions for Y11 young people, outlining outcomes that support preparing for adult life, ensuring schools are delivering outcomes that support a more effective transition to further education or employment.</p>
<b>We will measure achievement by:</b>			
Reduction of out of borough specialist placements for young people with more complex Special Educational Needs and Disabilities			

**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 2015/16		
	Autumn Term	Spring Term	Summer Term
<p><b>Aim 7a</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 against enrolment targets and plan additional courses for Spring term to ensure SFA (Skills Funding Agency) allocation targets are met</p> <p>Deliver weekly courses at Bromley Job Centre to target unemployed learners. Target: 9 new learners per week</p> <p>CV writing, Interview Skills, Food Safety and ICT courses held at Widmore and Kentwood Centre – total target: 125 learners across the Autumn term</p> <p>Trial new course in Basic Online Skills, target number 15 new learners</p>	<p>Review progress against targets and plan SFA funded provision for Summer term to ensure allocation targets are met</p> <p>Deliver weekly courses held at Bromley Job Centre to target unemployed learners. Target: 9 new learners per week</p> <p>CV writing, Interview Skills, Food Safety and ICT courses held at Widmore and Kentwood Centre – total target: 140 learners across the Spring term.</p>	<p>Review progress towards SFA targets and allocation for Spring term</p> <p>Key targets to be identified once allocation projections and JCP priorities are confirmed</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 2015/16		
	Autumn Term	Spring Term	Summer Term
<p><b>Aim 7b</b> In partnership with the voluntary and third sector, devise and deliver a programme of educational activities that engage with hard to reach groups in their local community</p> <p><b>Lead Officer: Carol Arnfield, Head of Service, Adult Education</b></p>	<p>Review outcomes from 2014/15 academic year and use to inform planning for 2015/16</p> <p>Commence delivery of a year-long programme of courses aimed at increasing employability skills in partnership with Mottingham and Cotmandene Community Outreach centres</p> <p>Plan and commence delivery of a programme of targeted activities, using a mix of Bromley Adult Education College expertise and sub-contractors to provide outreach provision, as appropriate</p>	<p>Continue delivery of partnership programmes</p> <p>Review priorities and add/amend planning as appropriate</p>	<p>Review progress and priorities and adjust activities as indicated. Target outcomes to be agreed early spring term</p>
<p><b>Aim 7c</b> Expand the vocational offer for KS4 and KS5 children with Social, Emotional and Mental Health (SEMH) difficulties through the provision of a skills centre offering opportunities in areas such as media, catering, and multi skills construction</p> <p><b>Lead Officers: Rob Bollen Head of Strategic Place Planning</b></p>	<p>Consider first phase feasibility for new KS2 and KS3 facilities for children with Social Emotional and Mental Health difficulties</p> <p>Complete enabling works at identified KS4 and KS5 premises</p> <p>Award contract for refurbishment works at identified KS4 and KS5 premises and commence work</p>	<p>Continue refurbishment work at identified KS4 and KS5 premises</p>	<p>Complete refurbishment at identified KS4 and KS5 premises prior to opening in September 2016</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 2015/16		
	Autumn Term	Spring Term	Summer Term
<p><b>Aim 7d</b> Implement the Youth Offending Service (YOS) improvement plan ensuring that national and local standards for the Bromley YOS are met consistently throughout the service</p> <p><b>Lead Officer: Kay Weiss</b> <b>Assistant Director, Safeguarding and Social Care</b></p>	<p>Review progress against the 21 actions that commenced in summer 2015 to ensure required improvements have been achieved</p> <p>Commence work on the 23 Autumn term actions as detailed in the 'Improvement Plan Bromley YOS 2015'</p>	<p>Review progress against the 44 actions due to commence by the end of the Autumn term 2015</p> <p>Commence work on the 4 Spring term actions as detailed in the 'Improvement Plan Bromley YOS 2015'.</p>	<p>Review progress against all 48 actions in the 'Improvement Plan Bromley YOS 2015'.</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 2015/16		
	Autumn Term	Spring Term	Summer Term
<p><b>Aim 7e</b> Revise and implement the 'Action Plan to increase 16-18 year old Participation Rates' ensuring that the Borough's participation information and tracking services are comprehensive and provide a practical basis for identifying and supporting young people who are at risk of not participating in Education, Employment or Training (EET), or who are not in Education, Employment or Training (NEET)</p> <p><b>Lead Officer: Kay Weiss</b> <b>Assistant Director, Safeguarding and Social Care</b></p>	<p>Conclude 2015 September Guarantee tracking exercise ensuring that all contactable young people of Academic age Yr11 and Yr12 without an offer of EET are offered support to access EET</p> <p>Begin annual tracking exercise to identify young people's destination/current activity – exercise concluded in February 2016</p> <p>Develop and embed quality provision based on 'need' (identified by the Youth Support Programme or by Partner agencies) of vulnerable groups and those most at risk of becoming NEET</p>	<p>Use the information from the annual destinations tracking exercise to direct support to young people who are NEET or whose participation status is 'not known'</p> <p>Increase contact with relevant personnel in Bromley schools and Bromley College to improve access to student participation data</p> <p>Develop and embed quality provision based on 'need' (identified by the Youth Support Programme or by Partner agencies) of vulnerable groups and those most at risk of becoming NEET</p> <p>Report to Education PDS in March 2016 on the participation of young people in EET</p>	<p>Work with schools to implement 2016 September Guarantee tracking exercise and ensure that those identified as not having an offer of EET for September 2016 are provided with support</p> <p>Develop and embed quality provision based on 'need' (identified by the Youth Support Programme or by Partner agencies) of vulnerable groups and those most at risk of becoming NEET</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 2015/16		
	Autumn Term	Spring Term	Summer Term
<p><b>Aim 7f</b> Through the Bromley Youth Employment Project (Phase 2), increase the employment opportunities for Bromley residents aged 17-24 years</p> <p><b>Lead Officer: Kay Weiss</b> <b>Assistant Director, Safeguarding and Social Care</b></p>	<p>150 young people to be supported in developing employability skills</p> <p>5 young people (17-24 years old) to be placed into contracted employment per month</p>	<p>220 young people to be supported in developing employability skills</p> <p>5 young people (17-24 years old) to be placed into contracted employment per month</p>	<p>45 young people to be supported in developing employability skills</p> <p>5 young people (17-24 years old) to be placed into contracted employment per month</p>

**We will measure achievement by:**

Audit of Youth Offending Service case files to ensure:-

- the appropriateness of referrals
  - robustness of analysis
- and where appropriate, use feedback to improve practice

By June 2016 the Borough will know the participation status (e.g. if they are EET, NEET or unavailable to the labour market) of 92% of young people aged 16 -18yrs old

By February 2016 more than 90% of young people aged 16-17 yrs old will be participating in Education or Training

By February 2016 less than 5% of young people aged 16 -18 yrs old will be NEET (Not in Education, Employment or Training)

Through the Bromley Youth Employment Project (Phase 2), 100 young people will be placed into contracted employment lasting six months or longer over two years (September 2014 to September 2016)

## **Glossary**

ASD	Autistic Spectrum Disorder
CE	Church of England
DfE	Department for Employment
EET	Education, Employment or Training
EfA	Education Funding Agency
EHC	Education, Health and Care
ESOL	English Speakers of Other Languages
FE	Further Education
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
PDS	Policy, Development and Scrutiny
RC	Roman Catholic
SEMH	Social, Emotional and Mental Health
SEN	Special Educational Needs
SEND	Special Educational Needs and Disability
SFA	Skills Funding Agency
TUPE	Transfer of Undertakings (Protection of Employment)
VFM	Value for Money
YOS	Youth Offending Service