

**Decision Maker:** EDUCATION POLICY DEVELOPMENT AND SCRUTINY COMMITTEE

**Date:** Tuesday 8 March 2016

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

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

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

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

**Ward:** (All Wards);

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1. Reason for report

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

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

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

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2. **RECOMMENDATION(S)**

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

## Corporate Policy

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

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

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

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

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

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

### 3. COMMENTARY

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

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

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

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

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

These complement existing duties to:

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

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

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

#### **Summary of Participation and NEET performance (December 2015)**

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

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

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

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

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

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

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

Detailed analysis of the NEET group highlights the following:

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

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

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

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

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

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

This formula counts young people in:

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

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

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

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

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

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

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

	<b>Academic Age 16</b>	<b>Academic Age 17</b>
<b>December 2014</b>	95.2%	85.6%
<b>December 2015</b>	96.6%	90.5%

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

## **Increasing Participation in EET in Bromley**

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

The following activities have contributed to this progress:

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

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

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

#### ***Door Knocking April 2015 to Dec 2015***

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

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

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

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

#### **Bromley Youth Support Programme (BYSP)**

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

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

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

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

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

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

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

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

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

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

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

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

- Monitored the destinations of 74 young people

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

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

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

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

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

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

*Outcome*

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

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

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

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

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

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

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

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

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

*Support offered by the Vulnerable NEET coordinator (YOS):*

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

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

*Outcomes:*

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

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

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

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

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

### **Bromley Education Business Partnership (BEBP)**

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

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

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

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

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

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

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

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

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

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

Going forward, key strands of this Action Plan include:

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

## **4. POLICY IMPLICATIONS**

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

## **5. FINANCIAL IMPLICATIONS**

There are no direct financial implications arising from this report.

## **6. LEGAL IMPLICATIONS**

There are no legal implications arising directly from this report.

## 7. PERSONNEL IMPLICATIONS

There are no personnel implications arising from this report.

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