

Decision Maker: CHILDREN EDUCATION AND FAMILIES POLICY
DEVELOPMENT AND SCRUTINY COMMITTEE

Date: Thursday 1 February 2024

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

Title: DEEP DIVE: YOUTH SUPPORT AND NEET

Contact Officer: Linda King, Youth Support Programme Manager
Tel: 020 8466 3098 E-mail: linda.king@bromley.gov.uk

Betty McDonald, Head of Service Youth Justice, and Youth Services
Tel: 020 8466 3071 E-mail: betty.mcdonald@bromley.gov.uk

Chief Officer: Richard Baldwin, Director of Childrens Services:
Email: Richard.Baldwin@bromley.gov.uk

Ward: All Wards

1. Reason for decision/report and options

- 1.1 The purpose of this report is to provide an update on the work of the Youth Support Services, their outcomes and achievements and to outline progress made by the current service review.
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2. **RECOMMENDATION(S)**

- 2.1 Children, Education and Families Policy Development and Scrutiny Committee is asked to note and comment on the contents of this report and the progress made towards the service review.

Impact on Vulnerable Adults and Children

- 2.2 Summary of Impact: Bromley Youth Support Services (BYSS) aim to provide opportunities for vulnerable children and young adults to undertake constructive informal education options as part of their positive activities and improve their life chances via the support of BYSS targeted services.
- 2.3 BYSS is guided in its work by the National Youth Agency (NYA) Quality Mark Framework as well as by the Bromley Corporate Strategy and the Children and Young People's Plan, all of which ensure that BYSS develops the youth offer to the best possible standard and reflects on how children and young people are benefiting from our input and reflect on what can be adapted according to the needs and responses of local children and young people.

Transformation Policy

1. Policy Status: Existing Policy
 2. Making Bromley Even Better Priority:
 - (1) For children and young people to grow up, thrive and have the best life chances in families who flourish and are happy to call Bromley home.
 - (5) To manage our resources well, providing value for money, and efficient and effective services for Bromley's residents.
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Financial

1. Cost of proposal: Not Applicable:
 2. Ongoing costs: Recurring Cost Non-Recurring Cost Not Applicable: Further Details
 3. Budget head/performance centre: Youth Support Programme and Education Business Partnership
 4. Total current budget for this head: £732,220
 5. Source of funding: LBB and external grant funding
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Personnel

1. Number of staff (current and additional): 45 people representing 13.88FTE.
The service is dependent on part time staffing with many staff on 3hr or 6 hr a week contracts, working at local youth provisions. Only 9 of our staff work full time or substantial hours each week.
 2. If from existing staff resources, number of staff hours: N/A
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Legal

1. Legal Requirement: Statutory Requirement:
 2. Call-in: Not Applicable: No Executive decision.
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Procurement

1. Summary of Procurement Implications: N/A
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Property

1. Summary of Property Implications: N/A
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Carbon Reduction and Social Value

1. Summary of Carbon Reduction/Sustainability Implications: N/A
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Customer Impact

1. Estimated number of users or customers (current and projected): N/A
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Ward Councillor Views

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

3. COMMENTARY

3.1 The Youth Support Services comprise Bromley Education Business Partnership and Bromley Youth Support Programme. Both services work alongside the Youth Justice Service to offer support to children and young people in the Borough.

Context

3.2 The statutory responsibilities of the Youth Support Services are set out under Section 507B of the Education Act 1996 and under Sections 10, 12 and 68 of the Education and Skills Act 2008.

3.3 Under Section 507B of the Education Act 1996, Local Authorities have a duty to ensure that young people have access to sufficient educational leisure-time (Positive) activities which are for the improvement of their well-being and personal and social development, and sufficient facilities for such activities; that activities are publicised; and that young people are placed at the heart of decision making regarding the positive activity provision. These duties have recently been updated and defined in September 2023. [Statutory guidance for local authorities on services to improve young people's well-being - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/guidance/statutory-guidance-for-local-authorities-on-services-to-improve-young-peoples-well-being) The new guidance expects local authorities to secure access to activities which are for the improvement of young people's personal and social development and can:

- connect young people with their communities, enabling them to develop a strong sense of belonging and contribute actively to society.
- champion them to have a voice in decisions which affect their lives.
- take place in local and fit-for-purpose environments in which they can socialise safely with their peers, spend time with people from different backgrounds and develop trusting relationships with adults.
- offer opportunities to take part in a wide range of activities through which young people build skills for life and work and the capabilities they need to make a successful transition to adulthood.
- raise young people's aspirations in education, training, or employment, encouraging them to realise their potential.
- help disadvantaged and vulnerable young people, as well as young people at risk of not realising their full potential, informing their decisions, and thereby reducing risky, anti-social behaviours.

3.4 Under Sections 10, 12 and 68 of the Education and Skills Act 2008, Local Authorities must make available to young people below the age of 19 support that will:

- encourage, enable, or assist them to participate in education, employment or training.
- track and monitor the destination of all young people in the local authority area offering targeted support when needed to those who are Not in Education, Employment or Training (NEET), or at risk of not participating.
- lead on the September Guarantee which underpins the delivery of these duties, ensuring all young people aged 16 and 17 have a suitable offer of a place in education, employment or training and report back to the Department for Education.

- Have a Client Caseload Information System (CCIS) so destination data can be recorded in the key areas set out under National Client Caseload Information System (NCCIS) statutory guidance.
 - Secure suitable, sufficient education and training for young people between the ages of 16-18 in the area.
- 3.5 This report provides the Policy, Development and Scrutiny Committee with an overview of the work of the services, key areas of focus and developments of the coming year, highlighting key achievements during the last year.
- 3.6 BYSS positive activities aim to deliver youth work services and activities that:
- Are delivered via a relationship between youth workers/young people that is voluntary. A young person has no statutory or legal obligation to engage with youth workers in the way they may with other professionals and this voluntary relationship can achieve a great deal with individuals and groups of young people, as they are often the only non-authoritarian adult in a young person's life and therefore the method by which some young people learn to communicate with adults.
 - Connect young people with their communities, enabling them to belong and contribute to society, including through volunteering, and supporting them to have a voice in decisions which affect their lives.
 - Offer young people opportunities in safe environments to take part in a wide range of sports, arts, music, and other activities, through which they can learn new skills and develop a sense of belonging, socialise safely with their peers, and develop relationships with adults they trust.
 - Support the personal and social development of young people through which they build the capabilities they need for learning, work, and the transition to adulthood – communication, confidence and agency, creativity, managing feelings, planning and problem solving, relationships and leadership, and resilience and determination.
 - Improve young people's physical and mental health and emotional wellbeing; Building the capacity of young people to consider risk, make reasoned decisions and take control and helping young people to develop a 'world view' which widens horizons and invites social commitment.
 - Are closely aligned with our targeted services as they are delivered by the same staff.
- 3.7 The service delivers youth work using a service Curriculum which has been developed using John Huskins work on relational development depth with young people and the Young Foundations Outcomes framework. Young people engage voluntarily in our curriculum, often through conversations with peers and/or youth workers, or through involvement in fun and creative activities. This style of working uses experiential learning as its main method. It seeks to encourage individuals to use their personal experiences gained through participation in youth & community activities, to enable them to engage in the reflective process necessary to encourage development. Youth workers record the achievements and outcomes young people are making and plan target work based on the development they perceive the current group of young people require.
- 3.8 We work with the Jack Petchey Foundation, delivering their achievement awards programme to ensure young people's achievements are recognised by their friends and family members and themselves.

3.9 Examples of how BYSS is meeting these aims includes:

- Youth centre-based activity programmes operated at four Youth Support Hubs delivering ten weekly youth work sessions to reach children and young people across the borough.
- The Mobile Youth Support Team currently deliver youth work sessions every four weeks. This provides flexibility, allowing the service to reach young people in a particular area at a given point in time. For example, if concerns are raised related to anti-social behaviour, the Mobile Youth Support Team can plan activities in that area and use their skills to engage young people at risk of involvement.
- A separate youth offer for young people with special educational needs and disabilities currently delivering one weekly youth work session.
- Supporting Bromley Youth Council, an elected and co-opted group of young people. All Borough Schools and Youth Groups are offered the opportunity to undertake elections as part of their citizenship work and identify representatives, and young people are co-opted onto the Youth Council from other services and groups. Young people come together to represent the views of their peers and to bring about positive change for all young people living, working and educated in the borough.

3.10 Bromley Youth Support Programme (BYSP) delivers targeted services focusing on identifying and supporting vulnerable young people who are NEET or at risk of becoming NEET or who are at risk of entering the criminal justice system. The service is run centrally and from Youth Hubs across the borough and through a mobile team. Through these Hubs we provide Information Advice and Guidance (IAG), one to one support and some open access evening youth provision each week for young people to access. Key areas of these services include:

- Tracking young people's participation: BYSP utilises a Client Caseload Information System (CCIS) to support staff to track and collect information about all young people so that those who are not participating, or are NEET, can be identified and given support to engage with Employment, Education or Training opportunities. Robust tracking provides the local authority with information that will help to ensure that suitable education and training provision is available and that resources can be targeted effectively.
- Tracking activities. BYSP undertake a range of tracking activities, via emails, mobile messaging, telephone tracking and as a last resort, visiting young people at home. We aim to ensure that a young person who is NEET has, at a minimum, been spoken to and offered access to IAG. Our ideal is that each young person has had a face-to-face contact with a member of staff, is offered support and we know why they are not currently in Education, Employment, or Training (EET).
- Drop in Information, Advice and Guidance (IAG). The service provides open access generic Drop in IAG for young people weekly from its central Masons Hill office and by appointment from the youth hubs across the borough. In addition, and where appropriate, BYSP signposts young people to Impartial Careers Information, Advice and Guidance via websites/helplines and local services including National Careers Service website/helplines, School/College Careers Education and Work-Related Learning programmes and IAG offers from local Housing Associations.
- Individual support via direct referrals. The nature of support that we offer young people focuses on supporting them to achieve defined goals in partnership with the referring agency, raising aspirations, maintaining, or supporting EET.

- 3.11 In collaboration with the Youth Justice Service (YJS), all youth support services work to provide a prevention offer for young people who are identified at tier two in the threshold of need and require additional early help support. A panel meets weekly to identify which service would be most appropriate to provide support to a young person. Discussions are underway to consider aligning this panel with the children and family's hub "front door".
- 3.12 Bromley Education Business Partnership (BEBP) has for many years had responsibility for seeking and raising funding to support the delivery of its services. Consequently, their delivery is always tailored to current funding streams. At present they have 3 main elements of their service.
- 3.13 Mentoring & Volunteering: BEBP is part funded by MOPAC and indirectly by the Mayor of London's Propel programme to deliver the Bromley Mentoring Initiative. The programme matches an adult volunteer who can provide a young person with the benefit of their life experience by developing a relationship on a 1:1 basis. Most of the mentoring relationships take place within school settings with the aim of supporting young people's self-esteem, confidence and improving their motivation to learn, raising attainment, and improving life chances. There are currently 80 volunteers from business and the community who are screened, trained, and matched with young people from Primary and Secondary schools, Community Safety and Children's Social Care.
- 3.14 Educational Visits: It is considered good practice for Local Authorities and Schools to have an educational visits management system and a means of providing Health and Safety guidance for pupils/young people on educational visits. BEBP originally offered this service to maintained schools and LBB services prior to the Academy agenda. It is now offered as a sold service package for Bromley primary and secondary schools and LBB services, to provide training and guidance for any educational visits (EV) they undertake. The EV package supports the LBB Educational Visit guidance, provides a helpline for EVCs for any educational visit day to day queries and offers high level support via the services of an experienced external consultant for more complex questions and issues.
- 3.15 LBB Work Experience Programme for school students is coordinated by BEBP. This programme gives young people a chance to undertake their schoolwork experience placements within the Council and see how the London Borough of Bromley supports residents. It provides an opportunity for local young talent to consider a career with us in the future through the Apprenticeship or Graduate programmes. Last year's scheme was a great success with over 60 young people experiencing what it's like to work in the Council. We also give priority for placements to LBB Children Looked after and Care Leavers.
- 3.16 The BEBP's role is to coordinate the direct application process from young people which is open from the autumn term and promote the opportunity on our website and to local schools. We also work hard to encourage Managers across the Council to engage with the process and offer a placement for a student for one week in the summer term. We are there to offer advice and support to those new to hosting to ensure success. Our key role is to carefully match students to placements taking into consideration the timings and the young person's preferred area of choice.
- 3.17 Bromley EBP provides a package of support services to schools running their own 'in-house' work experience (Wex) schemes via the work experience support package. This is a service that schools choose to buy in each year. Schools receive support with network meetings for Wex coordinators pre-placement assessments to placement providers, the opportunity to purchase additional pre-placement assessments at a reduced rate and a helpline for advice on work experience issues.

3.18 Prior to September 2023 the BEBP service also delivered next steps events and additional services which linked local employers giving their voluntary time to work with local schools and pupils to familiarise young people with local employers and opportunities, practice interview situations, understand the priorities of employers and motivate young people. The service is currently looking at alternative solutions to allow this work to continue.

NEET

3.19 Targeted services: The recognised performance marking for NEET and Not Known young people within the academic age 16 and 17 (school years 12 and 13) is via a 3 Month average performance calculation in the months of December, January, and February. For the December 2022/January and February 2023 period Bromley had the following results which placed us third lowest NEET and Not Known young people in the country. The table below indicates the figures within our consortium and the averages for England, London, and the Southeast.

Borough	NEET	Not Known	NEET & Not Known	Quintile	National Ranking
Bromley	1.2%	0.4%	1.6%	Q1	3
Kingston upon Thames	1.2%	0.8%	1.9%	Q1	8
Merton	1.1%	0.7%	1.9%	Q1	5
Richmond upon Thames	1.0%	0.9%	1.9%	Q1	6
Sutton	0.8%	1.4%	2.2%	Q1	11

England	2.9%	1.8%	4.6%
London	1.6%	1.1%	2.7%
Southeast	2.7%	3.1%	5.8%

3.20 The additional performance measure of September Guarantee offers for young people in school years 11 and 12 with us placed 38th in the country, albeit with a 97.5% score which is above the England and London averages. Whilst this is disappointing as it represents a 1% drop from the previous year's achievement, it may be linked with a combination of reasons including issues with personal data collection and timescales by neighbouring boroughs.

		Quintile	National Ranking
England	94.6%		
London	97.2%		
Bromley	97.5%	Q2	38

Cohort of 7,441 people	NEET	NEET %	Not Known	Not Known %	NEET & Not Known Combined %	Quintile	National Ranking
November 2023	99	1.3%	237	3.2%	4.5%	Q1	28
December 2023	102	1.4%	89	1.2%	2.6%		

Below is the 2022 comparison data for information, you will see that our position is not dissimilar to last years:

Cohort of 7,143 people	NEET	NEET %	Not Known	Not Known %	NEET & Not Known Combined %	Quintile	National Ranking
November 2022	79	1.1%	301	4.2%	5.3%	Q1	21
December 2022	92	1.3%	87	1.2%	2.5%		

3.21 At this stage the most recent month we have analysis of is the November 2023 figures. These figures show us that:

- 67% of the NEET cohort is male. Overall, the Male group has a higher rate of young people within in the NEET group than their Female counterparts. At this time the Male sex group is overrepresented within the NEET by 17.2% when compared against the cohort percentage.
- The White ethnic group has a highest rate of young people within the NEET group with 63.6%. The Black ethnic group is overrepresented within the NEET group by 5.9% when compared against the cohort percentage. The ethnicity of 11% of the group is not known.
- 25.3% (25 young people) of the NEET group are not available to the labour market. This includes 23 young people who are NEET Illness. 21 of these people are reporting anxiety and mental health concerns which prevent them accessing education or training.
- 15.2% (15 young people) within the NEET group have an Education, Health, and Care Plan, and 29.3% (29 young people) have SEN support with no plan. This represents 44.5% of the NEET group with some level of SEND requirement.
- 4% (4 young people) are supervised by the Youth Justice Service.
- 1% (1 young person) is a child looked after.
- 10% (10 young people) were not registered in education in school year 11.
- 21.2% (21 young people) of the NEET cohort live in the St Pauls and St Marys Cray wards of the borough.
- 27.3% (27 young people) in the NEET cohort were in 3 secondary schools within the borough for school year 11.
- 17.3% (41 young people) within the Not Known group have SEN support with no plan.
- The White ethnic group has a highest rate of young people within the Not Known group with 58.2%. The Black ethnic group is overrepresented within the Not Known group by 3.8% when compared against the cohort percentage.

Our performance compared with our statistical neighbours is below:

Statistical Neighbours													Statistical Neighbours Benchmarking		
Academic Age 16-17 (School Year 12 & 13)															
		NEET & NK	Quintile	Rank	NEET	Quintile	Rank	Not Known	Quintile	Rank	Participation E&T	Quintile	Rank		
Bromley	Closeness	4.5%	Q1	28	1.3%	Q1	26	3.2%	Q3	76	94.8%	Q1	8		
Trafford	Very Close	7.7%	Q3	90	1.6%	Q1	30	6.1%	Q4	106	91.0%	Q3	65		
Hertfordshire	Very Close	3.8%	Q1	17	2.7%	Q3	76	1.1%	Q2	34	93.7%	Q1	19		
Bracknell Forest	Very Close	5.1%	Q2	37	3.3%	Q4	95	1.7%	Q2	48	91.3%	Q2	60		
Sutton	Close	6.5%	Q3	70	1.0%	Q1	12	5.5%	Q4	103	93.0%	Q1	29		
Stockport	Close	5.6%	Q2	49	4.3%	Q5	121	1.3%	Q2	36	92.6%	Q2	37		
Bedford	Close	15.6%	Q5	141	1.2%	Q1	19	14.4%	Q5	141	83.8%	Q5	141		
Oxfordshire	Close	7.3%	Q3	84	2.3%	Q2	57	5.0%	Q4	95	91.0%	Q3	66		
Solihull	Close	5.7%	Q2	56	3.5%	Q4	99	2.3%	Q3	61	93.4%	Q1	22		
Hampshire	Close	11.9%	Q5	128	2.1%	Q2	52	9.8%	Q5	125	86.0%	Q5	132		
Central Bedfordshire	Close	4.0%	Q1	19	3.1%	Q3	86	0.9%	Q1	25	93.1%	Q1	25		

3.22 To address some of the concerns that arise from this analysis the service has:

- Prioritised an offer of early school year 11 support to those schools who have produced the highest rate of year 12 NEET young people in an effort to reduce the numbers from those schools.
- Developed a list of free online course options for young people who are struggling to leave their homes or feel their mental health and anxiety issues are preventing them from engaging in education or training. This has included a remote support offer, for those who are unable to attend our buildings for meetings.
- We request access to young people's ECH plans when offering them support to identify forward options that will meet their needs. In addition, we work with London Southeast College and Mencap to ensure young people receive the most appropriate support.
- Drop-in support is available to young people in the Crays to encourage young people's engagement with the service.

3.23 Targeted referrals and prevention work: our targeted staff supported 37 direct referrals during the year in addition to offering NEET support to 79 young people. The average number of weeks a young person received support during this time is 11 weeks. The nature of the prevention work, different to the NEET support work means youth workers spend more time off site, reaching young people where they are at, with school, home visits or on Youth hubs sites, engaging them in activities and supporting them to work through and address their needs.

3.24 Youth work: our youth work sessions have seen engagement with 1,495 young people in the six months April – September 2023. We recorded 6678 attendances and an average attendance of 21 young people per session.

Youth Hubs, challenges and transformation

3.25 In line with the council's transformation agenda, Bromley Youth Support Service have been targeted with finding £125k savings in the budget now and a further £125k in 2025/26, so £250k in total.

- 3.26 To work towards achieving this, we are looking to evaluate and move forward the challenges and changes within the youth services and identify any gaps in service deliver. We are currently aware that our offer around targeted youth work needs to be more impactful around our harder to reach young people. Nationally and locally the demands are changing for our young people, and we need to change with them, transforming and moving forward with the needs of our young people particularly around targeted exploitation, and our vulnerable adolescent is essential. We are not looking at reducing our offer but working smarter around what we can deliver and ensure we are targeting the right young people at the right time.
- 3.27 Challenges this year have included the relocation of our youth work offer in the west of the borough, following several challenges with the premises we were renting. Our attendance numbers in the west had already been impacted by a few short-term closures, due to recurring health and safety concerns and then a temporary premises move, and since the permanent move of our services we have been gradually rebuilding our relationships with young people and our service. We have seen success with numbers increasing and this term are attending local Schools to build numbers further.
- 3.28 In other areas of the borough, we continue to see increased attendance, over in the east of the borough where we regularly have 50/60 young people attending each night, we are open.
- 3.29 Our youth work building delivery continues to base itself on an open-door model, where we open to all young people in a particular age group on a given evening. As part of the youth service review which consisted of a number of focus groups with young people from 'You think' and the youth council, along with visits to our youth hubs, we have taken on board ideas shared and look at implementing them across the youth hubs going forward, We have also considered trialling an offer of short-term project work that young people register a place for, rather than or alongside our generic work. Initial ideas for this offer following some research with young people have included six-week short programmes for entrepreneurial skills, independent living, cooking on a budget, drama, fitness, and yoga as examples. Our programmes that have taken place this year within the open-door provision have included cooking (including cooking from different cultures), circuit training for fitness, t-shirt printing, computer design for craft products, street art board making and music production.
- 3.30 Mobile and detached work takes youth work to young people where they are, often in parks and street corners. This is undertaken both on foot and by our transit van converted buses. However, our mobile buses are now not ULEZ compliant, and we are currently trying to secure a new bus to replace them, having secured funding. The teamwork in identified priority areas, trying to educate young people about anti-social behaviour and encouraging them to access local available youth work options. This year the mobile staff have been working in Bromley Town centre, supporting young people particularly during the after school peak times, this has been an externally funded Mayors Office for Policing and Crime (MOPAC) funded project. We have also undertaken some work with Access sport to support young people in the Crays at the recent BMX track site and some work with Clarion Housing Association.
- 3.31 45 young people from Bromley Youth Council have been working on their campaigns identified at this year's young people's manifesto event, they were drugs misuse and young people's stress and anxiety. Key achievements will be a film that has been produced for the drugs misuse campaign and a digital magazine produced for the stress and anxiety campaign, both are currently in final editing and approval stages. The stress and anxiety digital magazine will be launched by the Youth Council at a 10th February event in the glades for children's mental health week.
- 3.32 BYSP has delivered a Holiday Activity and Food Fund offer at all 4 venues for the spring, summer and winter holidays. Taking part in this programme enables us to have contact with new local young people and familiarise them with our services.

- 3.33 Mentoring has 81 current active matches between volunteer mentors and mentees. These nearly all take place within local schools and colleges. In total during the year 133 matches have been made and we currently have 19 referrals that are being worked on for young people. Our main pressure this year is the availability of volunteer mentors. We are undertaking a recruitment drive to encourage more residents to become involved and support this initiative. We are also exploring how other services could support the identification of new mentors, including highlighting the opportunity at the time of staff retiring or leaving the authority, via the loneliness agenda and the volunteering time offer.
- 3.34 72 application forms were received for work experience requests within the Borough, with 50 students placed (22 young people refused their offer). This was made possible by the 23 host departments that took students this year. The paid for work experience network package supported 16 schools in the summer, which represented 24 cohorts of students undertaking work experience at employers across London and the Southeast.
- 3.35 This year, signed up to the sold service education visit management system (EVOLVE) we have 63 primary schools, 10 secondary schools, 3 special schools and youth support services, Children Looked After and Leaving Care, the Virtual School, Youth Justice Service and Home and Hospital tuition.
- 3.36 We continue to seek additional funding for our work. We are currently working with Local London and are part of their bid to the Greater London Authority UK Shared Prosperity Fund Universal NEET project which we hope will bring in additional resources to support young people.

Special Educational Needs (SEND) NEET:

- 3.37 In Bromley we are ambitious for our young people with SEND, wanting them to achieve the best lives possible, allowing them to make a meaningful contribution to their community now and in the future.
- 3.38 Priority 5 of the SEND Strategic Vision and Priorities states that the SEND Partnership will *Enable all our children and young people to transfer successfully to the next stage of their education or into employment, and to transfer to an independent adult life in their local community.*
- 3.39 While attaining employment is a key outcome for many people with SEND it is recognised that nationally only 5.1% of young people with SEND will go on to gain permanent paid employment in the UK, compared to 80% of their peers.
- 3.40 Bromley schools, colleges, businesses, and partnerships offer a range of pathways to employment which include Apprenticeships, Traineeships (Pre-apprenticeships) Internships and volunteering opportunities.
- 3.41 Young people with higher level of need and/or complexity who are further away from the workplace are often unable to access these opportunities as they need a higher level of bespoke support from a Supported Internship and job coaching program.
- 3.42 Supported Internship models in Bromley are mature and include individual bespoke programmes delivered by London Southeast Colleges, Bromley Mencap, and DFN Project Search in collaboration with the Kings College Hospital Trust.
- 3.43 The table below sets out the providers and SI programmes that are currently available in Bromley which support opportunities for **2%** of the current number of young people (Year 9 and above) with an Education, Health and Care Plan.

Provider	Programme	Profile	Annual Number YP
LSEC Bromley Campus	SIP	Learners with LD and mild/moderate support needs	16
LSEC Bromley Campus	HNSIP	Learners with LD and higher level or complex needs – supported in collaboration with Bromley Mencap	9
Kings College Hospital Trust / LSEC / Project Search	NHSSIP	A bespoke program at the Princess Royal University Hospital (PRUH)	8-10

3.44 In Bromley, the number of young people (18-25) is projected to increase by 88% by 2035. CYP are now more likely to have an EHCP well into young adulthood, therefore, building capacity in the Further Education sector needs to be considered.

3.45 In November 2022, LB Bromley were successful in applying for a 3 year grant from the Department of Education as part of the national [\(NDTI\) Internships Work Project](#). The project is funded by the Department for Education and will double the current supported internship provision in England. It is designed to support more young people with additional needs to have greater choice and control over their future, opening opportunities that prepare them for adult life and independent living. This project will support us to:

- Strengthen and increase the number and value of our Supported Internship placements.
- Build our relationship with local employers to open more opportunities and drive up the quality of Supported Internships.
- Build resilience and confidence in our young people through the support they receive when realising their employment aspirations and improving their life Outcomes.
- Create a sustainable model where young people go on to thrive as individuals as independently as possible.

3.46 UK Shared Prosperity Fund (UKSPF): Children, Education and Families Directorate has been allocated £200k from the People and Skills allocations of the UK Shared Prosperity Fund to increase the number of young people (18-25) with SEND who are supported to engage in job searching and who gain employment following support.

The programme runs until 31 March 2025.

UKSPF people and skills funding will be used to:

- Extend the work of the Internships Work programme to strengthen other employment pathways and opportunities for young adults with SEND who are economically inactive.
- Develop a key working model to support young adults into employment.
- Develop, deliver, and monitor an evidence-based employment brokerage service for all young adults with SEND.
- Work with the Council to become a disability confident employer and develop a Supported Internship programme within the Council.
- Develop a local employer engagement strategy, and good relationships with local large employers as well as SMEs providing a wide range of opportunities for young adults with SEND including work visits, tasters, placements, and paid work.

3.47 The UKSPF SEND programme will build upon the Internships Work programme and will seek to deliver a universal, targeted and specialist employment support offer to over 50 young people with a range of special educational needs and disabilities.

Youth Support Service review outcomes

- 3.48 The September changes to the Statutory guidance for local authorities on services to improve young people's well-being has meant that the prolonged review and its progress needs to be considered in the light of such changes alongside the continued financial pressures that exist. We are currently working with the National Youth Agency toolkit and a London Councils regional youth work group to consider how we may best meet the guidance requirements.
- 3.49 Further to this, recent changes in available funding and the length of contract of funding, is going to impact on which aspects of the service we can continue within our current budget. Officers are in the process of considering the best way forward for different aspects of the service.
- 3.50 Early research work has been undertaken with young people to identify the programmes they would be interested to have delivered within our youth clubs and the improvements that need to be made to our clubs and our youth work. This research has been undertaken directly with young people from across the borough and has included those who use our youth service and those who have not used them. This work has included young people from Bromley Youth Council and some generic input from 'You think', who are commissioned to support young people who use our Youth Justice Service. Key findings from this work have included:
- Improvements that are needed to our buildings such as more welcoming exteriors and signage, better facilities for young people to use for physical activities and for working in small groups and some concern was raised about the cleanliness of buildings that were shared use with other groups prior to young people's arrival.
 - Youth work staff were not always appropriately knowledgeable or experienced to deliver some of the activities on offer, for instance, gym spaces were not open due to a lack of trained staff or young people's access to music production opportunities was limited due to staff knowledge of the equipment.
 - Programme ideas young people wanted to see progressed or developed included digital media creation/filming, music production, mental wellbeing support, self-defence/staying safe, entrepreneurial skills and a virtual youth group.
 - Cooking and food being available was a strong request from young people.
- 3.51 We are working to develop a pilot programme which will explore trialling short term workshop programmes for young people in different areas and we are working with our technology staff to consider the virtual group option. We have addressed the cleanliness issues caused by shared use of buildings and we are exploring how we can address the staff skills deficit. This issue is complicated by the costs of training staff and their available time to attend training (many staff only work for the service for 3 hours a week.) We have previously spent a significant amount to train staff, only to have them leave the service, so we are looking at a model that brings in trained people as tutors rather than youth workers being trained to manage and deliver gym spaces and music production.

4. IMPACT ON VULNERABLE ADULTS AND CHILDREN

4.1 During the past year the services have supported 1,964 young people in some capacity. Many of these young people are vulnerable and needed additional support. Some examples of positive quotes we have received from young people and parents/carers:

“Mentoring has made me more confident as a person. I have more trust. She gives me really good advice.”

“I didn’t look people in the eye or talk to people and now I have the confidence to do that, your support has made me think I can have the job I want if I work at it.”

“He is a changed person! We used to argue all the time and I never knew who he was with or what he was doing and now we talk to each other!”

“Thank you, I had no qualifications and nothing to say to employers and now I am doing courses and volunteering and making a difference.”

List of Acronyms:

- BEBP – Bromley Education Business Partnership
- BYSS - Bromley Youth Support Services (BYSP and BEBP combined)
- BYSP – Bromley Youth Support Programme
- CCIS - Client Caseload Information System
- EHCP – Education Health and Care Plan
- EET – education, employment or training
- EV – Educational Visits
- IAG - Information Advice and Guidance
- MOPAC – Mayors Office for Policing and Crime
- NCCIS - National Client Caseload Information System
- NEET - Not in education, employment, or training
- NYA – National Youth Agency
- SEN – special educational needs
- ULEZ – ultra low emission zone
- WEX – work experience
- YJS – Youth Justice Service

5. PROPERTY IMPLICATIONS

5.1 All changes to properties will be considered and approved by the Operational Property group.

Non-Applicable Headings:	Transformation and Policy/Financial/Personnel/Legal/Procurement/Carbon Reduction and Social Value Implications, Customer Impact, Ward Councillor Views.
Background Documents: (Access via Contact Officer)	[Title of document and date]