

Notice of Meeting

Children & Education Select Committee

**Date & time**

Wednesday, 31 July
2013 at 10.00 am

Place

Ashcombe Suite,
County Hall, Kingston
upon Thames, Surrey
KT1 2DN

Contact

Andrew Spragg
Room 122, County Hall
Tel: 020 8213 2673

Chief Executive

David McNulty

andrew.spragg@surreycc.gov.uk

If you would like a copy of this agenda or the attached papers in another format, eg large print or braille, or another language please either call 020 8541 9068, write to Democratic Services, Room 122, County Hall, Penrhyn Road, Kingston upon Thames, Surrey KT1 2DN, Minicom 020 8541 8914, fax 020 8541 9009, or email andrew.spragg@surreycc.gov.uk.

This meeting will be held in public. If you would like to attend and you have any special requirements, please contact Andrew Spragg on 020 8213 2673.

Elected Members

Mrs Liz Bowes, Mr Ben Carasco, Mr Robert Evans, Mr Denis Fuller (Vice-Chairman), Mr Mike Goodman, Dr Zully Grant-Duff (Chairman), Mr Ken Gulati, Mr Colin Kemp, Mrs Stella Lallement, Mrs Mary Lewis, Mrs Marsha Moseley and Mr Chris Townsend

Co-opted Members

Derek Holbird, Mary Reynolds, Cecile White, Duncan Hewson

Ex Officio Members

Mr David Munro (Chairman of the County Council) and Mrs Sally-Ann Marks (Vice Chairman of the County Council)

TERMS OF REFERENCE

The Committee is responsible for the following areas:

Children's Services (including
Looked after children, Fostering,
Adoption, Child Protection,
Children with disabilities, and
Transition)

Schools and Learning

Services for Young People
(including Surrey Youth Support
Service)

AGENDA

1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

2 MINUTES OF THE PREVIOUS MEETING: 20 MARCH 2013 (CHILDREN & FAMILIES SELECT COMMITTEE) & 28 MARCH 2013 (EDUCATION SELECT COMMITTEE) (Pages 1 - 30)

To agree the minutes as a true record of the meeting.

3 DECLARATIONS OF INTEREST

To receive any declarations of disclosable pecuniary interests from Members in respect of any item to be considered at the meeting.

Notes:

- In line with the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012, declarations may relate to the interest of the member, or the member's spouse or civil partner, or a person with whom the member is living as husband or wife, or a person with whom the member is living as if they were civil partners and the member is aware they have the interest.
- Members need only disclose interests not currently listed on the Register of Disclosable Pecuniary Interests.
- Members must notify the Monitoring Officer of any interests disclosed at the meeting so they may be added to the Register.
- Members are reminded that they must not participate in any item where they have a disclosable pecuniary interest.

4 QUESTIONS AND PETITIONS

To receive any questions or petitions.

Notes:

1. The deadline for Member's questions is 12.00pm four working days before the meeting (25 July 2013).
2. The deadline for public questions is seven days before the meeting (24 July 2013).
3. The deadline for petitions was 14 days before the meeting, and no petitions have been received.

5 RESPONSES FROM THE CABINET TO ISSUES REFERRED BY THE SELECT COMMITTEE

There are no responses to report.

6 APPOINTMENT OF CO-OPTees TO THE CHILDREN & EDUCATION SELECT COMMITTEE (Pages 31 - 32)

Purpose of the report:

To agree arrangements for the co-option of people who are not members of the Council to sit on the Children & Education Select Committee.

7 INCREASING THE EMPLOYABILITY OF YOUNG PEOPLE IN SURREY (Pages 33 - 82)

Purpose of report: Policy Development and Review

The purpose of this item is for Members to review how Surrey County Council is working with partners to increase the employability of young people in Surrey.

This item will comprise of three sessions which will cover all aspects of the Council's Employability Plan.

Session 1 will focus on how is Surrey County Council is working to meet the requirements of the raising of the participation age.

Session 2 will focus on how Surrey County Council is commissioning opportunities for young people that are aligned with their aspirations.

Session 3 will focus on how Surrey County Council is working with partners to help young people overcome barriers to work and tackling worklessness in families.

A number of stakeholders have been invited to provide evidence for this item.

8 FORWARD WORK PROGRAMME (Pages 83 - 88)

The Committee is asked to review its Forward Work Programme.

9 DATE OF NEXT MEETING

The next meeting of the Committee will be held at 10am on 19 September 2013.

David McNulty
Chief Executive

Published: Tuesday, 23 July 2013

MOBILE TECHNOLOGY – ACCEPTABLE USE

Use of mobile technology (mobiles, BlackBerries, etc.) in meetings can:

- Interfere with the PA and Induction Loop systems
- Distract other people
- Interrupt presentations and debates
- Mean that you miss a key part of the discussion

Please switch off your mobile phone/BlackBerry for the duration of the meeting. If you wish to keep your mobile or BlackBerry switched on during the meeting for genuine personal reasons, ensure that you receive permission from the Chairman prior to the start of the meeting and set the device to silent mode.

Thank you for your co-operation

This page is intentionally left blank

MINUTES of the meeting of the **EDUCATION SELECT COMMITTEE** held at 10.00 am on 28 March 2013 at Ashcombe Suite, County Hall, Kingston upon Thames, Surrey KT1 2DN.

These minutes are subject to confirmation by the Committee at its meeting.

Elected Members:

Mrs Denise Turner-Stewart (Chairman)
Denis Fuller (Vice-Chairman)
Mrs Carol Coleman
Nigel Cooper
Mr Tim Hall
Mrs Marsha Moseley
Mr Chris Pitt
Mr Keith Taylor

Independent Members

Sean Whetstone
Cecile White

Apologies:

Mr Peter Lambell
Mrs Diana Smith
Mr Chris Townsend
Derek Holbird

13/12 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS [Item 1]

Apologies were received from Diana Smith, Peter Lambell, Chris Townsend and Derek Holbird.

14/12 MINUTES OF THE PREVIOUS MEETING: [Item 2]

The minutes were agreed as an accurate record of the meeting, subject to the following amendment:

Councillor Keith Taylor be recorded as being in attendance.

15/12 DECLARATIONS OF INTEREST [Item 3]

There were no declarations of interests.

16/12 QUESTIONS AND PETITIONS [Item 4]

There were no questions or petitions.

17/12 RESPONSES FROM THE CABINET TO ISSUES REFERRED BY THE SELECT COMMITTEE [Item 5]

None

18/12 RECOMMENDATION TRACKER AND FORWARD WORK PROGRAMME [Item 6]

Members were asked to contact the Scrutiny Officer with any suggestions for the Select Committee's future forward programme.

19/12 2012 SECONDARY EDUCATION PERFORMANCE AND OFSTED INSPECTION OUTCOMES [Item 7]

Declarations of interest: None.

Witnesses:

Maria Dawes, Head of School Effectiveness, Babcock 4S

Ian Wilson, Principal Consultant, Babcock 4S

Amanda Peck, General Manager, Babcock 4S

Kathy Beresford, Performance & Intelligence Manager

Rhona Barnfield, Chairman of Secondary Phase Council

PJ Wilkinson, Assistant Director for Schools and Learning

Key points raised during the discussion:

- The Head of School Effectiveness presented Members of the Select Committee with a presentation. The presentation was a follow up to headline statistics presented to the Committee in November 2012. The presentation was based on Secondary Education performance and looked at results after the Ofsted inspection changes in September 2012.
- The Head of School Effectiveness commented that at Key Stage 3 pupils in Surrey were performing better than their peers in the South East and nationally in achieving levels 5 and 6 in all three core subjects. Similarly, when considering Key Stage 4, the proportion of pupils in Surrey achieving 5+ A* to C including English and Maths was higher than other pupils in the South East. When looking at Surrey Maintained Schools and Academies, 75.8% of these were deemed good or outstanding at the end of the 2012/13 autumn term, compared to 74.3% nationally.
- The Head of School Effectiveness commented on how the GCSE English results of 2012 had a serious impact on overall English results at Key Stage 4. Although a legal challenge had been launched by head teachers and local authorities, the challenge was rejected by the courts which meant the results stood. The Head of School Effectiveness explained that on the national level there had been serious impact on GCSE English results but the number of Surrey pupils achieving 5+ A*-C GCSE or equivalents including English and maths GCSE had actually gone up.
- Even though the overall Key Stage 3 and Key Stage 4 results had improved, the Head of School Effectiveness stated a key priority going forward would be to work with schools that had performed below the national average of 59% of pupils achieving 5+ A* to C including English and maths. At the moment this stood at 17 out of 53 maintained secondary schools in Surrey which were performing below this national average. 13 schools had below 55% of pupils achieving this measure. Seven schools had below 50% of pupils achieving this measure whom would be the focus of Babcock 4S.
- Importantly the Head of School Effectiveness pointed out that the attainment and progress of disadvantaged pupils in Surrey suffered when compared to peers nationally. This gap had widened in 2012 in

comparison to 2011. The Head of School Effectiveness went on to say that a focus on disadvantaged pupils in Surrey would be a key priority for the coming year. A number of schools in Surrey had received letters from David Laws MP informing them they were amongst the lowest performing schools in the county for disadvantaged pupils.

- Since September 2012 there had been a succession of 'Outstanding' or 'Good' Ofsted inspection results. The Head of School Effectiveness stated that 78.4% of Surrey schools had been judged to be 'Outstanding' or 'Good' by Ofsted as at 12 March 2013. Babcock 4S hoped to achieve a level of 80% 'Outstanding' or 'Good' by the end of March 2014. A number of additional support measures would be put in place to ensure head teachers and schools achieved Ofsted priorities.
- A Member of the Select Committee raised concerns over the performance of Academies in comparison to Maintained Schools and questioned whether the Local Authority took on different approaches when dealing with both. Both academies and maintained schools had performed well when considering overall results. The Head School Effectiveness stated that Local Authorities took the responsibility of looking at standards of all schools regardless of status and offered support where required.
- Members of the Committee raised concerns as to why names of schools were not being listed with school performance results provided to the Committee. The Head of School Effectiveness explained that these details could be provided but with the large number of schools this information would be very detailed and could potentially get overly complex.
- A member of the Committee went on to state that in the past there had been a link between poor performance and demographics. If names of schools were highlighted this relationship could be further explored. The Head of School Effectiveness confirmed that demographics were not ignored when considering performance and that performance could be monitored on an individual basis for every school.
- The Assistant Director for Schools and Learning commented that elements of sensitivity surrounded making public the details of poor performing schools. The Assistant Director for Schools and Learning acknowledged the importance of having details available but also stated the importance of lending support to schools rather than putting them in an increasingly difficult position.
- Members of the Committee raised concerns around poor performance of disadvantaged pupils in Surrey. The Head of School Effectiveness explained how the issues in Surrey were similar to those of the South East region as a whole. Results showed the only four Local Authorities in the South East outperformed Surrey in terms of the proportion of pupils achieving 5+ A* to C GCSE or equivalents including English and mathematics for pupils receiving free school meals. The Assistant Director for Schools and Learning acknowledged that disadvantaged pupils in Surrey were not currently achieving the

same successful results as some of their peers across the country. This would be a priority and focus for the Directorate going forward.

- The Chairman asked the Committee to consider setting up a task group specifically looking at education performance amongst disadvantaged pupils in Surrey.

Recommendations:

- That further consideration be given to the level of detail to be included in future agenda papers, to help members better understand the performance of individual schools.
- That consideration be given to the establishment of a task group to consider support offered to disadvantaged pupils in Surrey.

Actions/further information to be provided:

None.

**20/12 BABCOCK 4S SCHOOL IMPROVEMENT STRATEGY FROM APRIL 2013
[Item 8]**

Declarations of interest: None.

Witnesses:

Maria Dawes, Head of School Effectiveness, Babcock 4S

Ian Wilson, Principal Consultant, Babcock 4S

Amanda Peck, General Manager, Babcock 4S

Kathy Beresford, Performance & Intelligence Manager

Rhona Barnfield, Chairman of Secondary Phase Council

PJ Wilkinson, Assistant Director for Schools and Learning

Key points raised during the discussion:

- The Head of School Effectiveness introduced the presentation to Members of the Select Committee.
- In the following presentation the Head of School Effectiveness stated the focus of work had been the ambition of having all schools in Surrey judged as 'good' by 2017. In order to do this, the way in which schools

were supported and challenged had to be addressed. The Head of School Effectiveness pointed out that Surrey continued to perform among the top quartile of all 152 local authorities nationally for the majority of key attainment measures at all key stages.

- The Head of School Effectiveness noted that there were a number of specific challenges the County faced which included a more challenging inspection framework, greater focus and monitoring on schools that were not yet good, a reorganisation of Ofsted and the assumption that failing schools would be turned into sponsored academies.
- A detailed analysis of 2012 inspection and performance data was undertaken and resulted in discussions taking place between the wider school improvement team, head teachers, Area Education Officers (AEO's), wider 4S personnel and the Dioceses.
- There had been some real successes in Surrey's approach to School Improvement. Strong relationships between the school improvement team and schools had improved overall partnership working objectives. Many of the 4S staff were now Ofsted trained and could bring specific support and expertise to the arena. The Head of School Effectiveness commented that a more responsive data management system that enabled the identification of schools at risk needed to be considered. Leadership and management must also be seen as a central focus when considering a school improvement strategy. It was further commented that a consistent approach in respect of support and training was required.
- With the findings from researchers, the proposals suggested by the Head of School Effectiveness for school improvement included Leadership Support, Support for Governors and Specialist Teaching and Learning and Inclusion Support. It was explained that the funding for school improvement had been increased by £1.9M per year for the next 5 years, enabling Surrey to engage earlier and in a more focused manner.
- From April 2013 a revised risk assessment process identifying schools in need of support would be put into place. The improvement strategy identified 110 Focused Support Schools as part of the strategy. A bespoke action plan which is half termly monitored would be put in place for each of these schools. If there was found to be no improvement in performance, the local authority would then need to intervene, providing academy solutions and leadership support where necessary. The Head of School Effectiveness expressed the centrality of school to school support in the Surrey school improvement strategy and confirmed that success would be measured around KPI's.
- Going forward it was stated that designated Overview and Focused Support School would be written to, informing them of their Leadership Partner. Guidance documents explaining the plan in more detail would go out to schools in April 2013.

- Members of the Committee commented on the positive robustness of the school improvement strategy. Following questions concerning risks affecting the strategy, The Head of School Effectiveness stated the greatest risk would be a lack of engagement from schools but importantly schools had engaged with the programme. Hence the need for Babcock 4S to ensure training and quality assurance were in place. The Head of School Effectiveness commented that if the programme was successful in schools, a plan going forward with a successful leadership team in place would need to be developed.
- Members were advised by Babcock 4S officers that there had been a great amount of support from SCC colleagues and school head teachers. The Assistant Director for Schools and Learning stated that Surrey's AEO's were playing a crucial role in the strategy and were happy with the way their role had developed in the programme.
- Members raised concerns over what was being done to prepare for population increase in Surrey and the increasing requirement for teachers. Officers commented that recruitment was essential when thinking about population increase and work would be done with other local authorities to address recruitment issues.
- Referring to the National Union of Teachers, (NUT) March 2013, vote of no confidence towards the Education Secretary, a Member questioned officers on how teaching could be promoted as a career within Surrey. The Head of School Effectiveness expressed the need to promote 'training' for teachers in Surrey. The importance of celebrating the success of Surrey schools would also be of paramount importance in attracting potential teachers to the profession.
- A Member of the Committee asked if the names of schools identified as 'focused support schools' as part of the school improvement strategy could be provided. The Head of School Effectiveness stated that all information relating to the 110 focused support schools was available.
- Officers from Babcock 4S stated the key to success was support from head teachers and governors. Officers expressed their confidence in the strategy and would return to the Committee with a future update. The Chair of the Committee thanked officers from Babcock 4S for all their hard work throughout the year.

Recommendations:

- That officers continue to carefully consider the issue of succession planning to ensure that Surrey schools are able to recruit high quality head teachers in the future.
- That officers explore a mechanism by which local councillors can be informed of instances where a school in their division is identified on requiring focussed support.

- That Babcock 4S are encouraged to aim to have 98% of schools defined as 'good' by 2017.

Actions/further information to be provided:

None.

**21/12 REVIEW OF PROVISION FOR PUPILS WITH LEARNING DIFFICULTIES
[Item 9]**

Declarations of interest: None.

Witnesses:

Susie Campbell, Surrey SEND Pathfinder Manager

PJ Wilkinson, Assistant Director for Schools and Learning

Key points raised during the discussion:

- The Surrey SEND Pathfinder Manager introduced the report to the Committee. A concern of officers was the number of young people leaving Surrey for additional services and the economic and social impacts this was having. The Surrey SEND Pathfinder Manager stated that many young people commented on the difficulty in making friends within their home settings (when attending schools outside of Surrey) which was a motivation for exploring what could be done in Surrey to improve outcomes for children with learning difficulties.
- The Assistant Director for Schools and Learning stated that there were difficult decisions over whether to place individual young people with learning difficulties in mainstream schools or specialist schools. Members raised concerns around the difficulty in convincing parents to choose mainstream schools over specialist schools that provided specialist therapy packages. The Surrey SEND Pathfinder Manager commented that officers had spoken to families and found that parents preferred therapies to be provided in schools, which meant specialist schools were favoured over mainstream schools.
- The Surrey SEND Pathfinder Manager stated the challenge for officers would be how to strengthen Surrey's therapies offer. After speaking to families, the choice of sending children to specialist schools outside Surrey would be rethought if a therapies offer in the local community could be provided.
- Some Members raised concerns over whether teaching young people with learning difficulties in the same mainstream schools as those with

no special needs had a negative impact on teaching. The Assistant Director for Schools and Learning commented that there were well documented benefits for young people with learning difficulties to attend mainstream schools, including the culture of inclusion this helped foster.

- Some Members commented on the progress of services provided for young people with learning difficulties and the resulting need for a more joined up approach. The Assistant Director for Schools and Learning explained how the change to the structure of the health sector and the resulting Clinical Commissioning Groups (CCG's), had caused some disruption regarding funding measures. The funding for speech and language therapies was subject to change and further discussions around the amount of money required was needed.
- Members of the Committee pointed to the importance of early intervention when considering educational needs for young people with learning difficulties. The Surrey SEND Pathfinder Manager commented that the Surrey Special Education Needs & Disability (SEND) Pathfinder had not yet been completed but new planning mechanisms for 0-25 years focused on early intervention and transition. Current work was focused on developing new assessment and development pathways. The Surrey SEND Pathfinder Manager explained a new joint education, health and care plan was being developed, with the opportunity for partners such as the Child and Adolescent Mental Health Services (CAMHS) to be involved. This joined up approach would allow partners to revisit relations in a new way.
- Questions over the possibility of having units in Surrey dedicated to meeting all special needs locally were raised by Members. The Assistant Director for Schools and Learning commented very expert providers of specialist support were based outside of Surrey. The aim of the Directorate was to look at specific needs in the community and how this weighed up with keeping spending to a minimum.

Recommendations:

- That Recommendations relating to the development of Surreys Special Education Needs provision be provided to the Committee after the June-July 2013 consultation

Actions/further information to be provided:

None

22/12 UPDATE ON SURREY SPECIAL EDUCATION NEEDS & DISABILITY (SEND) PATHFINDER [Item 10]

Declarations of interest: None.

Witnesses:

Susie Campbell, Surrey SEND Pathfinder Manager

PJ Wilkinson, Assistant Director for Schools and Learning

Key points raised during the discussion:

- The Committee received a report setting out progress in relation to the Surrey SEND Pathfinder and an outline of the new legislative challenges presented by the Children and Families Bill.
- The Surrey SEND Pathfinder Manager informed the Committee that from September 2014 Health and Care Plans (EHCPs) would be offered to all new referrals aged between 0 and 25. Statements would no longer be used, nor would School Action and School Action Plus.
- The new approach to SEN would be better able to identify the needs of individuals and bring together the support they and their families needed from across the education, health and social care sectors.
- The County Council had to publish a local offer setting out the education, care and health provision available for all the Children and Young People (CYP) with SEN in the area, and for all those in other areas for whom the Council had responsibility.
- The timetable for implementation of the new system was very rapid, with full implementation required by September 2014. Having been involved in the Pathfinder, Surrey was at an advantage compared with some other local authorities and would be working with non-pathfinder authorities to support the process.
- Despite being in a good position, Surrey would still need to significantly scale up its existing work to bring in a further 5,000 families, and this would present a significant challenge. Nonetheless, the Department for Education had publically acknowledged the positive progress already achieved by Surrey.
- Officers were currently looking to implement a robust governance structure in order to take the project forward and a new implementation group was in the process of being formed.
- The Assistant Director for Schools and Learning stated that he was pleased that as part of the Pathfinder the County Council had been able to form positive relationships with previous hostile groups. The Surrey SEND Pathfinder Manager added that the legislative would hopefully result in a move away from a historically adversarial system to system that was far more family-centric.

- The upscale from 50 to 5000 families would be challenging and new IT systems and procedures were being developed to support the process. There was also the danger that many service users did not yet fully understand the new system.
- Whilst EHCPs made a lot of sense for severely disabled children, some individuals would require a more educationally focussed plan and it was currently unclear how to differentiate between these two groups without creating a two-tier system.
- It was acknowledged that not all young people were in a family context and that it was important that these individuals were still able to input into the care they received. The Committee were informed that many older children already provided feedback on their care and that young people were directly involved in the development of the new process.
- The relationship with the newly formed CCGs was currently poorly defined and it was expected that there would be some initial problems as the individuals involved learnt to navigate the new systems. However, in Surrey, many of those involved in education had good working relationships with health practitioners and it was hoped that this would help smooth the process, operationally at least. Once CCGs had had time to establish themselves, Surrey could once again examine this high-level, strategic relationship.

Recommendations:

None

Actions/further information to be provided:

None

Committee Next Steps:

None

23/12 HOME TO SCHOOL PROVISION [Item 11]

Declarations of interest: None.

Witnesses:

Paul Millin, Travel and Transport Group Manager

Tracey Coventry, Transport Co-Ordination Team Manager

Claire Potier, Principal Manager for Admissions and Transport

PJ Wilkinson, Assistant Director for Schools and Learning

Key points raised during the discussion:

- The Travel and Transport Group Manager introduced the report which set out details of how transport is provided for mainstream and special education needs (SEN) students and the costs involved. The Assistant Director for Schools and Learning commented that the Council had a statutory duty to provide transport for young people to schools. The judgement of officers was required to a greater degree when organising transport for students with SEN. The Assistant Director for Schools and Learning further commented that two thirds of the budget for home to school transport was spent on transport costs for students with SEN whilst the other third was spent on mainstream students transport costs.
- Members of the Committee questioned whether school location was considered when considering school place planning. The Assistant Director for Schools and Learning explained that transport provision was part of the school planning process and that children were placed in schools closest to them, which in turn kept transport costs for the Council to a minimum. When considering SEN students, the cost of boarding in comparison to daily transport costs was considered when making a transport assessment.
- Some Members of the Committee raised concerns over the data that was being used to make decisions over travel costs. The Travel and Transport Group Manager commented that a journey planning system linked to a SAP system with pupil details was used. Going forward a new system containing more details needed to be implemented. The Travel and Transport Group Manager stated that a new system would be implemented by October/November.
- A Member of the Committee raised concerns over transport provision for students progressing from school to college. The Travel and Transport Group Manager commented that independent travel training was being provided by the Transport project team. The team provided one to one travel support to vulnerable students so they could learn skills such as reading a bus timetable and speaking to staff at a train station. The Travel and Transport Group Manager stated that the effectiveness of independent travel training would be reviewed over the next six months and future plans regarding the programme would be discussed.

Recommendations:

None

Actions/further information to be provided:

None

24/12 CHAMPIONING PARENTS TASK GROUP UPDATE [Item 12]

Declarations of interest: None.

Witnesses:

PJ Wilkinson, Assistant Director for Schools and Learning

Key points raised during the discussion:

- The Assistant Director for Schools and Learning introduced the report to the Committee, stating how the report addressed the 36 recommendations made by the Task Group and the progress that had been made.
- No questions were raised by the Committee.

Recommendations:

None

Actions/further information to be provided:

None.

25/12 BUDGET MONITORING 2012/13 [Item 13]

Declarations of interest: None.

Witnesses:

Paula Chowdhury, Strategic Finance Manager for Children, Schools and Families

PJ Wilkinson, Assistant Director for Schools and Learning

Key points raised during the discussion:

- Members of the Committee received relevant pages of the Mid Term Financial Plan for Schools and Learning.

- The Strategic Finance Manager for Children, Schools and Families introduced the report commenting that the Schools and Learning service had an underspend of £5.9M for 2012/13. If the net underspend on the Dedicated Schools Grant (DSG) funded services were excluded, then the SCC related underspend for the service was £3.5M.
- Members of the Committee raised concerns over the underspend for Early Years provision, which stood at £2.4M. The Assistant Director for Schools and Learning explained that the underspend was due to a number of factors such as a decrease in two year olds taking up nursery places. The Assistant Director for Schools and Learning further commented that the Early Years service had received more funding from the government and would rather have the service under spending than over spending when considering future budgeting.

Recommendations:

None

Actions/further information to be provided:

None.

Committee Next Steps:

None.

26/12 SCHOOL PLACE PLANNING [Item 14]

Declarations of interest: None.

Witnesses:

None

Key points raised during the discussion:

- Due to time constraints, presentations on the progress of School Place Planning were circulated amongst the Committee.

Recommendations:

None

Actions/further information to be provided:

None.

Committee Next Steps:

None.

27/12 DATE OF NEXT MEETING [Item 15]

The Committee noted that this would be the last Committee meeting before the Local Elections in May 2013.

Meeting ended at: 1.05 pm

Chairman

This page is intentionally left blank

MINUTES of the meeting of the **CHILDREN & FAMILIES SELECT COMMITTEE** held at 10.30 am on 20 March 2013 at Committee Room C, County Hall, Kingston upon Thames, Surrey KT1 2DN.

These minutes are subject to confirmation by the Committee at its next meeting.

Elected Members:

- * Mrs Clare Curran (Chairman)
- * Mrs Liz Bowes (Vice-Chairman)
- * Mr W D Barker OBE
- * John V C Butcher
- * Nigel Cooper
- * Dr Lynne Hack
- * Mrs M A Hicks
- A Mrs Yvonna Lay, Substituted by Mrs Sally Ann B Marks
- A Mr Geoff Marlow
- * Mrs Pauline Searle
- * Mrs Fiona White
- A Mr Keith Witham, Substituted by Simon Gimson

In attendance

Mary Angell, Cabinet Member for Children & Families

13/13 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS [Item 1]

Apologies were received from Geoff Marlow, Keith Witham and Yvonna Lay. Simon Gimson acted as substitute for Keith Witham, and Sally Marks was substitute for Yvonna Lay.

14/13 MINUTES OF THE PREVIOUS MEETING: 30 JANUARY 2013 [Item 2]

The minutes were agreed as an accurate record of the meeting.

15/13 DECLARATIONS OF INTEREST [Item 3]

There were no declarations of interest.

16/13 QUESTIONS AND PETITIONS [Item 4]

There were no questions or petitions to report.

17/13 RESPONSES FROM THE CABINET TO ISSUES REFERRED BY THE SELECT COMMITTEE [Item 5]

Declarations of interest: None.

Witnesses: None.

Key points raised during the discussion:

1. The Committee noted one response from the Cabinet on 5 February 2013, following a recommendation made in relation to Budget Monitoring 2012/13. One Member commented as to a possible adverse impact to Children's Services as result of the outlined savings.

Recommendations:

None.

Actions/further information to be provided:

None.

18/13 RECOMMENDATION TRACKER AND FORWARD WORK PROGRAMME [Item 6]

Declarations of interest: None.

Witnesses: None.

Key points raised during the discussion:

1. The proposed Forward Work Programme for 2013/14 was shared with the Committee. A Member requested that consideration be given to an item on Surrey's measures to identify and reduce institutionalised sexual abuse. It was suggested that the Committee query this with the

Independent Chairman of the Surrey Safeguarding Children's Board when she next attends a Committee meeting.

2. The Committee noted the Recommendation Tracker and there were no further comments.

Recommendations:

None.

Actions/further information to be provided:

None.

Committee Next Steps:

None.

19/13 CHILDREN'S SERVICES JOINT COMMISSIONING UPDATE [Item 7]

Declarations of interest: None.

Witnesses:

Ian Banner, Head of Children's Social Care and Wellbeing Commissioning, Surrey County Council

Lucy Botting, Director of Quality and Governance, Guildford and Waverley Clinical Commissioning Group (CCG)

Sheila Jones, Head of County-wide Services

Caroline Budden, Deputy Director, Children's, Schools and Families

Mary Angell, Cabinet Member for Children and Families

Key points raised during the discussion:

1. The Committee was given an update as to the current status of joint commissioning for Children and Young People. It was outlined by officers that there had been some progress, but not as much as expected. It was commented that there was optimism for the future, and the proposed key priorities and structure were now in place for this work to progress. It was noted that these were pending agreement by the Health & Wellbeing Board once it was formally established on 1 April 2013.
2. Members raised concerns regarding the transition between Children's Services to Adult Social Care and asked what joint commissioning work had been proposed to address this. Officers commented that Children's Services were adopting the "think family" approach and working closely with the Surrey & Borders Partnership to address this. It was highlighted to the Committee that efforts were made to ensure that Adult Mental Health professionals attended Child Protection Conferences where necessary.
3. Members queried which organisations contained within the organisational chart held budgetary responsibilities. It was clarified that

the chart did not represent budget structures, and that Surrey County Council held its budget for joint commissioning within the Children, Schools & Families directorate.

4. Members commented on the re-commissioning of Children and Adolescent Mental Health Services (CAMHS) and asked officers how this could be jointly procured in the future to form a more responsive service. The Head of Children's Social Care and Wellbeing Commissioning commented that there was work underway to rework the governance arrangements for CAMHS following the implementation of the Clinical Commissioning Groups (CCGs). It was recognised by officers that future priorities included the timeliness of referrals and the need for greater joint commissioning between the CCGs and Children's Services.
5. The Director for Quality and Governance commented that the present arrangements split different levels of need in relation to mental health across different providers. The CCGs were exploring options in relation to this, from the perspective of both adults and children, and there were a number of ongoing conversations with both medical directors and nursing directors in relation to the matter. It was confirmed that the Guildford & Waverly CCG was leading on mental health in Surrey.
6. The Committee raised concerns that there had been problems in relation to the delay in CAMHS providing services. The Cabinet Member for Children & Families commented that that in the past CAMHS had provided services only to those identified as tier 3 and 4 (severe, complex and persistent mental health conditions and specialist long term mental health conditions respectively). The new arrangements provided an opportunity to address areas where previously there had been less identified provision, such as tier 1 and 2 (less severe mental health conditions and assessments and interventions for more severe or complex mental health conditions respectively). Members commented that it seemed positive that there was a drive to commission work around tiers 1 and 2, as well as the acute work in relation to tiers 3 and 4.
7. Members asked officers to clarify whether there would be a gap created in the CAMHS provision by the transition between the Primary Care Trust and CCG. It was confirmed that the joint working would continue, and that the only transition work still outstanding related to paperwork for the arrangements in place.
8. Members commented that there was a need to ensure that practitioners were providing information to Children's Services when required. Highlighted in respect to this was the requirement to appoint a medical advisor for adoption panels. The Director of Quality and Governance informed the Committee that there had been historic difficulties around the procured services for adoption medicals, and these were being undertaken by the Designated Nurse for Looked After Children (LAC) as an interim measure.
9. The Deputy Director for Children's, Schools and Families commented that the new arrangements in relation to the CCGs would provide an

opportunity for health practitioners and Children's Services to work more closely together around commissioning. She informed the Committee that she was confident about the progress being made. Officers outlined a number of targeted services that were being developed to accompany the LAC health checks; these included additional support from CAMHS where appropriate, and targeted support around sexual health.

10. The Chairman of the Committee commented that the medical checks for LAC had been of particular concern to the Committee in previous months. The Director of Quality and Governance stated that she anticipated that the performance around LAC medical checks would show improvement in the next 3 to 6 months. It was highlighted that dental checks would prove more challenging to address as this was the responsibility of the National Commissioning Board, and there would be less opportunity to input into the commissioning of dental health for LAC. It was recognised that things worked effectively on a practitioner level, and that efforts were being made to ensure that there was a shared vision in relation to leadership.
11. Members asked how the CCGs would address issues raised by the Health & Wellbeing Board. Officers commented that they would anticipate that any identified issues would already have been known to the CCG. The Committee was informed that the Chairman of the Guildford & Waverley CCG was a member of the Health & Wellbeing Board. The view was expressed that the Health & Wellbeing Board would enable a greater joint strategic approach.
12. The Committee asked for information in relation to joint commissioning for Children with Disabilities (CwD)/Complex Needs. The Deputy Director for Children's, Schools and Families outlined that the intention was to develop a one assessment and one plan approach in relation to CwD. The Committee was informed that Surrey was acting as a pathfinder for Special Educational Needs and Disability (SEND) in the South East 7. It was confirmed that there was a review of short-term residential breaks, and that the Head of Children's Social Care and Wellbeing Commissioning was co-ordinating this with the CCGs. The findings of this review would feed into the Public Value Programme. The view was expressed that this was not intended to reduce the current offer in relation to short-term residential breaks, but developing a more effective offer that provided greater value for money.

Recommendations:

- a) That the Committee invite the Director of Public Health to attend its meeting in Autumn 2013.
- b) That a further report on the progress of Children's Services Joint Commissioning is provided to the Committee in Autumn 2013.

Actions/further information to be provided:

None.

Committee Next Steps:

None.

20/13 CHILDREN'S HEALTH, WELLBEING AND SAFEGUARDING PLAN [Item 8]

Declarations of interest: None.

Witnesses:

Jo Holtom, Senior Strategy and Policy Development Manager
Victoria Cannizzaro, Strategy and Policy Development Manager, Children, Schools and Families Directorate
Sheila Jones, Head of County-wide Services
Caroline Budden, Deputy Director, Children's, Schools and Families

Mary Angell, Cabinet Member for Children and Families

Key points raised during the discussion:

1. The Committee was informed that the Children's Health, Wellbeing and Safeguarding Plan was a one year plan which would be replaced by the joint Children's Health and Wellbeing strategy in 2014. The plan was intended to set out the long term ambitions of the County Council in relation to health, wellbeing and safeguarding, and set out key actions and ambitions for 2013/14.
2. The Committee held a discussion about safeguarding arrangements within the County. Members were informed that the plan set out a commitment to safeguarding, but that specific details were covered by the relevant bodies. The Safeguarding Board was highlighted in relation to this.
3. Members commented that there seemed to be a persistent challenge in addressing poor health outcomes for those in disadvantaged areas. Officers commented that there was a commitment to improve this, and that some of these concerns would be outlined within the Impacts of Welfare Reform report to be discussed later in the meeting.
4. Members asked for further details with reference to the knowledge gaps identified within the report. Officers commented that priority 8 set out the actions to address this, and that the joint strategic needs assessment would also support the Council in identifying such gaps.
5. The Chairman expressed the view that one of the key gaps was around children within independent schools, and whether appropriate safeguarding policies and measures were in place to meet the needs of vulnerable children in this environment.
6. Members raised concerns about the estimated number of children and young people with a disability who did not access any social care, education or health support services. Officers commented that this was necessarily a negative thing, as many families and children did not feel it necessary to access the services available to them. It was

recognised that a balance needed to be struck between leaving families empowered and supplying help when required.

7. Members highlighted that the figures quoted in relation to Early Years outcomes were taken from 2011. It was queried how officers proposed to ensure they were making effective comparisons when using statistical data. Officers confirmed that they were in the process of developing a performance management framework, and that the baseline figures for 2013/14 would be used in relation to measuring performance at the end of the 2013/14 municipal year.

Recommendations:

- a) That the approach to supporting children, young people and families' health and wellbeing as set out in the plan is noted.
- b) That the implementation of the plan is reviewed by the Select Committee every 6 months on an exception basis, with more regular reports provided through the information bulletin.
- c) That the Children & Families Select Committee is consulted through a private workshop during the drafting of the Children's Health & Wellbeing Strategy for 2014.

Actions/further information to be provided:

None.

Committee Next Steps:

None.

21/13 PREPARING FOR WELFARE REFORMS [Item 9]

Declarations of interest: None.

Witnesses:

Ginni Smedley, Strategy and Policy Development Manager
Sheila Jones, Head of County-wide Services
Ian Vinall, South East Area Head of Children's Service
Christine Westwood, Team Manager – Care Leaver's Service
Caroline Budden, Deputy Director, Children's, Schools and Families

Mary Angell, Cabinet Member for Children & Families

Key points raised during the discussion:

1. The Chairman opened discussions by thanking officers for a comprehensive report. It was proposed that the report form part of the induction for Members.
2. The Deputy Director for Children's, Schools and Families expressed the view that the challenges faced as a result of welfare reform provided an opportunity to think proactively about how Children's Services sign-posted information and defined its workforce. The

Committee was informed that Children's Services should not be perceived as the default service for families experiencing difficulties, when other organisations and services might be more appropriate. The Strategy and Policy Development Manager also highlighted that Children's Services response to welfare reform must be seen to sit within a wider response that was linked across the County Council's directorates.

3. Members raised a question as to what was being done to identify those who may not be receiving their full benefit entitlement. Officers confirmed that a Universal Welfare Benefits service was being set up and aimed at targeting those who were not aware of their entitlements. This was being communicated through leaflet drops and other information channels. Officers informed the Committee that there was a challenge in quantifying the number of families likely to experience difficulties as result of the change to welfare arrangements.
4. Members expressed concerns regarding the direct payment of benefits to families who experienced difficulty managing finances, and asked officers what measures were being put in place to assist them. The Deputy Director for Children's, Schools and Families commented that the best means of addressing this was early involvement and discussions with those it was likely to effect.
5. The Committee was given a summary of the concerns in relation to the impact of welfare reform on care leavers. Officers commented that this group in particular was considered to be at risk, particularly in relation to rent payments. A request had been put forward that monies received for rent payments would be paid directly to the relevant landlord, however this was currently required to be done on an individual basis. It was confirmed that Children's Services were recommending that this was the default position in respect to care leavers.
6. The Team Manager for the Care Leaver's Service outlined that personal advisors for care leavers were undertaking welfare benefit training in advance of the changes. It was highlighted that there was a short-term pressure in the transition from weekly payments of benefits to a monthly payment, and how care leavers would manage in this interim period.
7. Officers commented that it was the case that advice could be provided in relation to financial acumen, but not always taken. The Committee was informed that the priority was better working with partners on a local level to ensure that the dialogue on addressing potential need was not just happening within Children's Services. Members commented that there was a need to educate and encourage families to develop better financial management. It was also highlighted that there was an opportunity within the education system to teach life-skills around budgeting and healthy eating.

Recommendations:

- a) That the Children & Families Select Committee monitor the impact of welfare reforms after the changes come into effect.

Actions/further information to be provided:

None.

Committee Next Steps:

None.

22/13 SUPPORTING FAMILIES TASK GROUP [Item 10]

Declarations of interest: None.

Witnesses:

Sheila Jones, Head of County-wide Services

Ian Vinall, South East Area Head of Children's Service

Caroline Budden, Deputy Director, Children's, Schools and Families

Clare Curran, Chairman of the Task Group

Mary Angell, Cabinet Member for Children & Families

Key points raised during the discussion:

1. The Committee was presented with the report of the Supporting Families Task Group, which was due to go to Cabinet on 26 March 2013. The Chairman of the Task Group thanked officers for their contribution, in particular the support of Democratic Services Scrutiny Officers in their assistance in preparing the final report.
2. Members commented that they were supportive of both the report and its recommendations. The Committee highlighted that the over-riding concern was connected to emotional health and well-being, and the difficulties encountered in accessing these services. The Deputy Director of Children, Schools & Families commented that there was need to consider how resources were commissioned in order to address these concerns, and that it was a question of better partnership working so that Children's Services was in a position to prioritise its services. The view was expressed that the Supporting Families Programme offered an opportunity to adopt a more localised, joined-up approach across a number of services.
3. One Member expressed concerns that the problem lay not in what provision was available, but in the delay encountered before any intervention began. Officers commented that it was a question of identifying the appropriate level of intervention, and that the Supporting Families Programme would be in a position to address individual emotional health and well-being concerns before they became more acute.
4. The Committee was informed that there had been difficulties in engaging partners within the Police, and that the task group had not had an opportunity to explore the issues with them. Officers stated that this in part was due to the changes in responsibilities occurring within the police force. It was suggested that the Police's participation could

be covered in part of the monitoring report to the Select Committee in the future.

5. Members commented that there needed to be consideration given to how the programme developed and was monitored on a strategic level. It was confirmed that the Select Committee would be an important component in reviewing the programme's progress.

Recommendations:

- a) That the Cabinet approves the stated objectives of the Surrey Family Support Programme.
- b) That the Cabinet asks that the Strategic Director of Children, Schools and Families provide clarity over how the objectives of the Surrey Family Support Programme relate to the wider objectives of the Directorate Public Value Programme.
- c) That Cabinet reviews the outcomes for a sample of the families a year after completing the Programme.
- d) That the Cabinet receives an analysis of the costs of families included within the Surrey Family Support Programme and projected savings to the public purse.
- e) That the Cabinet encourages the Borough and District Councils to develop a mechanism for involving and raising the awareness of elected Members through local governance structures, including Local Committees.

Actions/further information to be provided:

None.

Committee Next Steps:

None.

23/13 DETAILED SERVICE BUDGETS 2013/14 [Item 11]

Declarations of interest: None.

Witnesses:

Caroline Budden, Deputy Director, Children's, Schools and Families
Paula Chowdhury, Strategic Finance Manager for Children, Schools and Families

Mary Angell, Cabinet Member for Children & Families

Key points raised during the discussion:

1. The Committee was presented with an extract of the Medium Term Financial Plan papers due to go to Cabinet on 26 March 2013. These are included as a supplement to these minutes.
2. The Committee was asked to note that following feedback from the Committee the Service budgets now separated out income and expenditure, in order to improve transparency It was confirmed that there had been an additional £5 million funds allocated to the Directorate's budget in order to meet service pressures. Officers informed the Committee that £3.1 million of these funds had been assigned to Child Protection.
3. It was requested that the Committee note that while particular areas of the service would be anticipated to overspend, there were other areas where significant savings could be made. Officers commented that the risk levels involved were not linked to difficult decisions, but connected to the timeliness in which processes could be implemented.
4. The Committee was informed that the reduction in the Early Intervention Grant had led to a £2.5 million shortfall in the base budget, but that the County Council had agreed to maintain the level of funding from other sources.
5. The Chairman asked officers to what extent the impact of welfare reform had been taken into consideration when setting out changes to the Medium Term Financial Plan. The Committee was informed that these numbers were not projected, but it was anticipated that it would contribute to the level of overspend in some areas.

Recommendations:

None.

Actions/further information to be provided:

None.

Committee Next Steps:

None.

24/13 BUDGET MONITORING [Item 12]

Declarations of interest: None.

Witnesses:

Caroline Budden, Deputy Director, Children's, Schools and Families
Paula Chowdhury, Strategic Finance Manager for Children, Schools and Families

Mary Angell, Cabinet Member for Children & Families

Key points raised during the discussion:

1. The Committee noted the budget monitoring report. Officers commented that Children's Services was projecting an overspend of £2 million. However, it was also noted that the Children's, Schools and Families Directorate as a whole maintained an underspend, and it was anticipated that it would be requesting a £2.5 million carry-forward into the new financial year.

Recommendations:

None.

Actions/further information to be provided:

None.

Committee Next Steps:

None.

25/13 PERFORMANCE MONITORING [Item 13]

Declarations of interest: None.

Witnesses:

Caroline Budden, Deputy Director, Children's, Schools and Families
Ian Vinall, South East Area Head of Children's Service

Mary Angell, Cabinet Member for Children & Families

Key points raised during the discussion:

1. The Committee noted the latest Performance Monitoring report for Children's Services. The Chairman asked officers to comment on whether the new joint contact centre with the Police was likely to see a decrease in referrals. Officers stated that they anticipated an increase in numbers to begin with, as the level of information sharing adjusted.

Recommendations:

None.

Actions/further information to be provided:

None.

Committee Next Steps:

None.

26/13 DATE OF NEXT MEETING [Item 14]

The Committee noted that this would be the last Committee meeting before the Local Elections in May 2013. The Chairman thanked officers and the Cabinet Member for their contributions to the Select Committee. Thanks was also expressed to Cheryl Hardman for her work as Scrutiny Officer for the Children & Families Select Committee.

Meeting ended at: 1.15 pm

Chairman

This page is intentionally left blank



Children & Education Select Committee
31 July 2013

**APPOINTMENT OF CO-OPTees TO THE CHILDREN &
EDUCATION SELECT COMMITTEE**

Purpose of the report:

To agree arrangements for the co-option of people who are not members of the Council to sit on the Children & Education Select Committee.

Introduction:

1. For overview and scrutiny work that deals wholly or partly with education issues, the Local Government Act (2000) places a duty on Local Authorities to involve specific statutory co-opted members. These are:
 - One representative from the Church of England Diocese (if the local authority maintains one or more Church of England schools);
 - One representative from the Roman Catholic Diocese (if the local authority maintains one or more Roman Catholic schools);
 - At least two Parent governor representatives.
2. These statutory co-opted members are full and equal members on the Select Committees to which they are appointed and have voting rights in relation to education issues.
3. Currently both the diocesan representative positions are filled and there are currently two previously appointed parent governors. These individuals were previously members of the now decommissioned Education Select Committee, and it is proposed that their membership be transferred to the Children & Education Select Committee to ensure that Surrey remains compliant with the legislation.

Proposed appointments

4. At present the positions outlined above are filled by the following individuals, and it is recommended that Members agree their co-option onto the Children & Education Select Committee.

4.1 Church of England Representative: Derek Holbird

4.2 Roman Catholic Representative: Mary Reynolds

4.3 Parent Governor Representatives: Cecile White, Duncan Hewson

5. All co-opted members will be:

5.1 Sent all agendas, documentation and communication relevant to the Children & Education Select Committee;

5.2 Offered a comparable level of support as provided to councillors when acting in an overview and scrutiny capacity;

5.3 Be invited to attend general overview and scrutiny training events;

5.4 Be entitled to allowances to assist with expenses in accordance with the Members' Allowances Scheme.

Conclusions:

6. Whilst a statutory obligation, co-opted members can bring outside expertise, experience and knowledge to inform the work of Select Committees.

Recommendations:

7. That the individuals detailed in paragraphs 4.1, 4.2 and 4.3 of this report be formally co-opted onto the Children & Education Select Committee.

Next steps:

8. Once co-opted, these individuals will be full and equal members on the Children & Education Select Committee and have voting rights in relation to education issues.

Report contact: Damian Markland, Scrutiny Officer

Contact details: damian.markland@surreycc.gov.uk / 0208 2132703

Sources/background papers: None.



Children and Education Select Committee
31 July 2013

Increasing the Employability of Young People in Surrey

Purpose of the report: The purpose of this report is for Members to scrutinise how Surrey County Council is working with partners to increase the employability of young people in Surrey.

Introduction:

1. The goal of Services for Young People is to support every Surrey young person to be participating in education, training or employment with training to age 19 and to 25 for those with a learning difficulty or disability.
2. The Service is an outcomes based commissioner and utilises a model of coproduction with young people and local communities to ensure that its services reflect the needs of its users. A broad range of suitable provision is needed to meet these needs and the Service has eight operating models. These include:
 - 2.1 **Youth Support Service (YSS)** – Specialist casework service that provides one to one and group support to the most vulnerable young people across Surrey. Casework is based on need but where appropriate, may be supported by specialists in family work, substance misuse, accommodation and mental health.
 - 2.2 **Pathways** – Works to develop new Special Educational Needs and Disabilities (SEND) provision in Surrey for young people aged 16 to 25, working in partnership with FE Colleges, Health, Social Care, parents, carers and young people to improve outcomes for SEND young people.
 - 2.3 **Surrey Outdoor Learning and Development (SOLD)** – Outdoor learning opportunities for young people across Surrey.
 - 2.4 **Centre Based Youth Work** – 32 youth centres across the county that provide face to face youth work with young people.
 - 2.5 **Skills Centres** - A daytime foundation level learning service based in youth centres, delivering employability skills, which target those young people who are not in employment, education and training (NEET).

- 2.6 **Local Prevention Framework** – A service co-designed by, and operating in, local communities to prevent young people from becoming NEET and to support their participation.
- 2.7 **Youth Engagement** – A universal service which provides a platform for engagement with all Surrey young people as well as providing a channel for delivering information, advice and guidance. The contract also seeks young people’s feedback on SYP services.
- 2.8 **Year 11/12 Transition** – providing support to young people in Year 11 who are at risk of becoming NEET and supports their successful transition to college or employment with training in Year 12.
3. The Service is assisted in achieving its goal of supporting participation for every Surrey young person through the Young People’s Employability Plan 2012-17 (Annex 1), which sets out the County Council’s strategy of full participation for all Surrey young people.
4. The Employability Plan helps to underpin the children and young people’s strategy 2012-17 and is structured around 5 key themes. These are:
- Preparing young people for participation
 - Commissioning and developing opportunities
 - Aligning aspirations with opportunities
 - Overcoming barriers to participation
 - Tackling worklessness in families
5. A copy of the Young People’s Employability Plan can be found in Annex 3. A useful glossary of terms used within this report are also contained within this annex. The 2013-14 Action Plan, based on addressing each of the objectives of the Employability Plan, was agreed at the 14-19 partnership on the 2nd of July 2013.

<p>Overview of the Peer Review:</p>
--

6. Surrey has a firm commitment to continuously improving the services it provides and recently commissioned a Peer Review of the preparations being made for Raising of the Participation Age (RPA). This review had a particular focus on provision for young people with Special Educational Needs and Disabilities a key group for successfully implementing the required changes.
7. The Peer Challenge took place on 25th and 26th of April 2013 and was headed up by Patrick Leeson, Corporate Director of Education, Learning and Skills at Kent. Patrick was supported by Hilary Omissi (Berkshire), Phillip Walker (Hampshire) and Steve Lambert (Bracknell Forest), all senior local government colleagues with a wealth of knowledge on the challenges of RPA.
8. The Children, Schools and Families Directorate Leadership Team commissioned this review as a consequence of the changes that are taking place in this area in relation to RPA. These changes are considered to be particularly significant for young people with SEND as this group has an

increased propensity to become NEET during the transition from Year 11 to 12 and is predicted to grow as a proportion of all young people.

9. The Peer Review was commissioned to identify best practice as well as where potential pressure points and gaps in provision existed which would affect the ability of the council to fulfil its statutory obligations in relation to RPA. Services for Young People prepared a Self Assessment of its services in preparation for this review. This can be found in Annex 2.

Potential challenges

10. The findings of the Peer Review were broadly complimentary and a summary report prepared by the review team, outlining the key findings, can be found in Annex 3. However, this summary report also highlights a number of challenges ahead which we are aiming to address in the lead up to the RPA changes in 2013 and 2015.
11. An action plan to address the challenges and build on good practice is being developed through the 14 to 19 Partnership where the report was discussed on the 2nd July 2013. The Partnership will be developing specific actions based on these challenges during a dedicated workshop scheduled for 4th of October 2013. The views of the Select Committee will inform the action plan development.
12. It is envisaged that any actions identified through this workshop which are not already being addressed through the Young People's Employability Plan will be linked to the Public Service Transformation proposal which is a separate work stream reporting to Cabinet in July 2013.
13. The service recognises that the sustainability of our provision was one of the concerns set out in the findings of the Peer Review. While the overall participation agenda is benefiting from investment in the Leader's Ready for Work Programme, the proposed scale of future budget reductions in the medium term financial plan are very significant. For the five year period 2012 to 2017 there are proposed budget reductions of 0.8% in 2014/15, with a further 8.9% in 2015/16 and 19.7% in 2016/17. This would see the budget for Services for Young People reduce from £18.35million in 2013/14 to £12.96million by 2016/17. These challenges are being addressed across the Children, Schools and Families Directorate as part of the Public Value Programme.
14. Another key area of concern is the expected growth in the number of SEND young people in Surrey. This group is over-represented in the NEET cohort with 56 per cent of these young people having SEND. Going forward, there will be a statutory requirement for all young people to be participating in education, training or employment (PETE) in Year 12 from 2013 and Year 13 in 2015.
15. This could create a possible pressure point in relation to the sustainability of the approach to supporting participation, as more resource is drawn in to supporting our statutory obligations in this area. As a consequence, we are undertaking an evaluation of our commissions to establish what provision has the highest degree of impact for young people. Additionally, we are undertaking a 0 to 25 SEND needs analysis and mapping of provision which will identify possible

gaps in provision for this age group. This analysis will inform the development of new provision for the future.

Employability and links to the corporate strategy

16. The following paragraphs set out some of the highlights from the Self Assessment which was prepared by the service prior to the Peer Review. We have limited these to reflect Surrey County Council's six corporate priorities and four values.

Residents

17. The YSS restorative approach, which involves victims in reparations for criminal activity, has helped to reduce offending and anti-social behaviour. In total, there have been 854 Youth Restorative Interventions that would have otherwise seen young people enter the criminal justice system. The programme has seen high levels of victim satisfaction and has led to reduced rates of re-offending delivering value for money. This is alongside a range of other successful activities aimed at preventing offending among those identified as being at risk.
18. We are committed to a model of provision that utilises community co-creation in its approach. The review identified the Local Prevention Framework (LPF) as an innovative programme that engages at risk young people in innovative, locally driven, preventative programmes, to support their re-engagement and prepare them for participation.
19. For example, the Leatherhead Youth Project delivers high quality youth work through its excellent facilities and existing strong relationships with young people and the local community. By supporting this Project, the LPF helps to enhance and extend community based provision that is already proven to work. Therefore, by **listening** to what local communities tell us, we are developing provision that closely matches their needs.
20. However, the review found that we could go further in ensuring that there was more local coordination and ownership in relation to the delivery of our strategy.

Value

21. Surrey has good universal provision which helps to ensure that participation levels are above regional and national averages and that most young people who use our services receive positive outcomes.
22. As an example of an innovative approach, individual prevention grants have been used effectively in a pilot in Runnymede where 60 per cent of young people involved have had barriers addressed and are now participating. For the remaining 40 per cent, the scheme has helped move them closer to participation.
23. Individual payments in this pilot ranged from just over £200 down to less than £1. These payments are closely monitored by the YSS but the scheme is essentially about devolving decisions to the micro level and **trusting** that it is young people who are best placed to understand their barriers and develop

suitable solutions. If the total cost of £1,466 for the pilot can be compared to the potential costs to society of £104,000 for each NEET young person through a loss earning potential and increased reliance on benefits throughout their life (Audit Commission 2010), such a scheme could clearly deliver significant value.

Partnerships

24. Our strategy is well communicated which helps to secure a sense of commitment and buy in from our partners. Our programme of engagement with employers has helped us to learn about their needs and to **respect** their opinion that young people need to gain more genuine employability skills. We are helping to provide these types of skills through programmes such as Ready 4 Work and Skills Centres.

Quality

25. The high profile of the apprenticeship programme in Surrey has also served to foster a greater level of engagement with employers. Over the last year, the number of apprenticeships in Surrey has been increasing, while the number available in Surrey's statistical neighbours has been decreasing.
26. We have achieved this by working more collaboratively with our contractors and partners in the third sector, influencing Surrey based employers and leading through example by directly employing apprentices.

People

27. The Transformation in 2011 reorganised Services for Young People, saving £25 million, around half of the service's previous budget. This was at a time when we managed to deliver an increase in front line staff. We recognise that we have a **responsibility** to continue to invest in the development of staff as they are key to the success of our services.

Stewardship

28. The review found that the work we undertake to improve the employability of young people was being supported by significant additional investment, including strong political and professional commitment to the apprenticeship programme.

Recommendations:

29. The Select Committee is asked to scrutinise the Peer Review findings, Self Assessment and the Young People's Employability Plan and make a recommendations for the Peer Review Action Plan and wider action in the Council.

Next steps:

Select Committee recommendations will inform the Peer Review Action Plan, future development of the Young People's Employability Plan and Services for Young People.

Report contact: Garath Symonds, Assistant Director, Services for Young People

Contact details: 020 8541 9023, garath.symonds@surreycc.gov.uk

Sources/background papers: Peer Review on Raising the Participation Age Self Assessment (Annex 1), Peer Review on Raising the Participation Age summary report (Annex 2), The Young People's Employability Plan 2012-17 (Annex 3)

what's
your
next
move?



**The young people's
employability plan
2012-17**



Participation for all Surrey young people

www.surreycc.gov.uk



SURREY
COUNTY COUNCIL

Making Surrey a better place



“It’s about giving people a chance, to be honest, no matter what’s gone on in their life. Everyone deserves a chance, really.”

(Young person currently not in education, employment or training, Surrey Heath)

Our goal is for every Surrey young person to be participating in education, training or employment with training to age 19 and to 25 for those with a learning difficulty or disability. Confident and effective, Surrey young people will be well prepared for the challenges of work or further study and equipped to be active and contributing participants in their communities. A well developed and capable character, literate, numerate and with a good understanding of what to expect from the world of work; a Surrey young person starting adult life will be safe, healthy, creative and have the personal confidence, skills and opportunities to contribute and achieve more than thought possible.

Executive summary

The employability plan seeks to deliver the county council’s strategy of full participation for all young people. This means participation in its broadest sense of being an active contributor to the community and participation in decisions made during the teenage years. Central to this strategy is our plan to increase young people’s employability, as being in education, training or employment provides the platform for a productive adulthood within a thriving community.

While the current economic environment is difficult for young people, most are able to secure employment at the point they leave education, with 16.8% of 16 to 24 year olds in the south-east unemployed in May 2012. However, other young people need support to overcome barriers such as poor mental health, drug misuse, homelessness, offending behaviour, having learning difficulties or disabilities and a lack of basic work skills. Poor literacy or numeracy, few or no qualifications and lack of work experience may also act as barriers to education or work. These barriers can be associated with poverty and an experience of worklessness in the family and community. Other factors such as being a care leaver or part of a particular ethnic group can also be negatively associated with a young person’s involvement in education, training or employment.

Crucially, we will be proactive in aligning the aspirations of young people, with employment and learning opportunities. Employer engagement and understanding the local job market will be a cornerstone of our approach. We want to know what Surrey employers need in order for us to support young people to be ready for employment opportunities whilst commissioning the right education and training in partnership with schools, colleges and training providers, working with the Youth Support Service (YSS).



Our plan is underpinned by five key actions:

1. Preparing young people for participation
2. Commissioning and developing opportunities
3. Aligning aspirations with opportunities
4. Overcoming barriers to participation
5. Tackling worklessness in families

This plan is one of three underpinning the children and young people's strategy 2012-17 and works alongside the education and attainment plan and the health, wellbeing and safeguarding plan. The five key actions address the four key cross-cutting priorities of the children and young people's strategy - prevention, protection, participation and potential:

- Prevention is focused through reducing the risk of young people becoming not in employment, education or training (NEET), coordinated with preventative approaches in the strategy.
- Protection runs through this plan as a core requirement for young people as they develop into independent adults.
- Participation for all young people is at the heart of this plan and the key outcome.
- Potential is increased as young people engage in participation, with integrated support from key services and partners for those in need, and have clear pathways for progression.



The case for full participation

Children and young people who participate fully in education are more employable and have a better chance of getting a job. A 2011 report by Demos (The Forgotten Half) concludes that the 50% of young people who do not progress to higher education are more prone to disengagement and marginalisation. Many of these young people have no clear progression pathways.

Crucial to full participation is the preparation of young people for the 21st century labour market, which is characterised by increasing skill requirements. Vocational roles are now requiring higher-level qualifications and manual roles are requiring more skills. Increasingly, Surrey is promoting 'job readiness' as the skill set we want learners to be able to offer at 19 years; this chimes well with the Demos study. To be ready for the job market Demos describes 'five employment premiums':

1. The character premium - capabilities and 'soft skills' such as the ability to communicate effectively, apply oneself to a task, commit to long term goals and work effectively in a team.
2. The literacy and numeracy premium - in a 2010 CBI survey found 52% of employers were dissatisfied with basic literacy of school leavers and 49% with basic numeracy.
3. The work premium - work experience and an understanding of the world of work and the expectations of employers.
4. The technical premium - practical skills, learning by doing; vocational qualifications can yield greater potential earning than a degree.
5. The graduate premium - capacity to progress to higher education.

The Audit Commission, in the 2012 report 'Against the odds' stated that NEET young men were three times more likely to suffer from depression before they retire, four times more likely to be out of work, five times more likely to have a criminal record and six times more likely to have no qualifications. The long-term cost of the average NEET young person to public finances in 2008 was £56,000 before retirement age (for example, welfare payments, health services, criminal justice services and loss of tax and national insurance revenue). There will be a £104,000 opportunity cost (loss to the economy) and the entire 2008 cohort of NEET young people could directly cost over £13 billion to the public purse and £22 billion in opportunity cost over their lifetimes.

The groups at greater risk of becoming NEET include:

- young people with learning difficulties or disabilities
- young people who have offended
- young people in care and care leavers
- young people involved in substance misuse
- young carers
- teenage parents
- Gypsy Romany Travellers
- young people experiencing mental health issues.

These groups will require integrated and timely support to reduce the risk of them becoming NEET and to swiftly re-engage them in participation if they become NEET.

The policy context

The Education and Skills Act 2008 sets duties on local authorities to promote effective participation in education or training of all 16 and 17 year olds and make arrangements to identify young people who are not participating. This complements pre-existing duties to secure sufficient education and training provision for all 16 to 19 year olds and to encourage, enable and assist young people to participate (Apprenticeships, Skills, Children and Learning Act, 2009, and Education and Skills Act 2008).

These duties place local authorities in the lead role with schools, colleges, training providers, employers and other organisations to secure the raising of the participation age (RPA). This will come into effect in summer 2013 and will require young people to continue in education or training until the end of the academic year in which they turn 17; rising to participation until their 18th birthday in 2015.

In a recent statement to Parliament, the Education Secretary, Michael Gove, set out the need to: "ensure that every young person has the opportunity to continue their studies and go on to skilled employment or higher education. The raising the participation age legislation makes it clear that education and training does not necessarily mean full-time study in a school or college. Employment with training is, for many young people, an excellent option, either through an apprenticeship or through full-time work with part-time training alongside. We want to do all we can to support employers who want to hire young people."

This plan sets out the county council's and the 14-19 partnership's approach to improving young people's employability and meeting the requirements of the Education and Skills Act 2008 and the Education Act 2011 for full participation of 16 and 17 year olds. Full participation is defined as:

- full-time education ie 16 hours or more
- apprenticeship
- employment of 20 hours or more, with employer funded accredited training
- accredited activity of at least 20 hours per week eg voluntary work.

'Building Engagement, Building Futures' set out the government's strategy for achieving full participation. Strategic priorities include incentivising employers to recruit young people, by offering apprenticeships and work experience and providing young people with support to find work, through Universal Credit, the Work Programme and Get Britain Working measures. The government has also accepted the findings of the Wolf Review and will focus on high quality vocational qualifications that lead to further education or employment.

This plan is one of three setting out how the county council will achieve the children and young people's strategy 2012-17. The employability plan 2012-17 links to the 14-19 plan 2010-15 and expands on the participation objective in that plan. Both plans have been developed with partners, particularly schools, colleges, training providers and employers through the county-wide 14-19 partnership. This partnership is supported through the twelve 14-19 networks, which are critical to supporting local collaboration and development of flexible, local provision. The 14-19 partnership is also supported by local participation in education,

training or employment (PETE) cluster groups, which bring together education and training providers with the Youth Support Service to match young people's aspirations with education and training provision in each area. The PETE clusters work with other local services, such as children in need teams, district and borough councils and confederations of schools to bring an integrated response to meeting the needs of young people. The clusters also draw on local labour market information to match young people's aspirations to employment opportunities.

Employers are critical to the success of this plan, both in understanding their current and future needs and developing increased pathways for young people to employment. This plan has been developed with employers' organisations in Surrey, including Surrey Connects, where there are key links to the action plan for 2012-14.

Full participation in education training and employment with training cannot be achieved by one agency, but requires close working between key partners, including:

- Surrey County Council, central government and borough and district councils
- 14-19 networks, schools, colleges and training providers
- employers and business organisations such as local enterprise partnerships
- public sector organisations such as police, health and Job Centre Plus
- voluntary organisations
- parents, carers, young people and families.

The Surrey context - understanding the needs of young people

Surrey's young people mostly achieve high educational standards, slightly above the national average. The county cannot be complacent however as there are significant gaps:

- The educational attainments of looked after children are relatively good against national measures but they do less well than their peers.
- There are recognised pockets of deprivation, particularly in parts of Spelthorne, Woking, Guildford, Reigate and Banstead and Surrey Heath.
- In May 2012, 56% of the NEET population in Surrey had learning difficulties or disabilities.

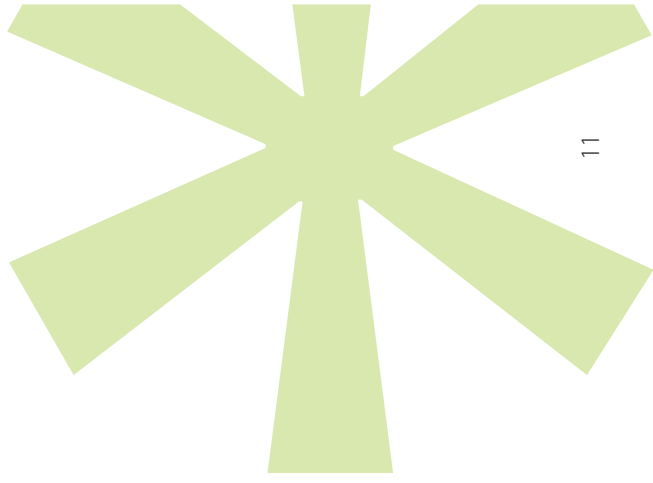
The 2010 needs assessment of Surrey young people, 'One in ten' recognised certain groups of young people who are disproportionately at risk of becoming not in education, employment or training (NEET). Knowing these trends has informed two key activities:



- enabling the identification of young people at risk through the risk of NEET indicator (RONI)
- working with networks and schools, to target preventative resources to reduce their risk.

County demographics indicate that the current decline in secondary age students will be reversed in 2018 with a clear need to prepare for projected growth. The following chart illustrates the demographic trends relative to participation in education and work based learning with a persistent gap of about 4,000 young people not in education, training or employment with training.

It cannot be assumed that young people who do make a positive transition at 16 will then continue in subsequent years. For example, there are currently fewer 17 year olds participating in further education than 16 year olds. This indicates that there is a drop out factor which needs to be addressed. Recent figures also indicate that Surrey has low proportions of learners following foundation learning pathways (2.5%) and apprenticeships (5.6%). The number of young people aged 18-24 claiming Job Seekers' Allowance has more than doubled since before the recession, rising from 1,245 in February 2008 to 3,110 in February 2012. The number claiming for more than 12 months has risen from 15 to 215 in the same period.



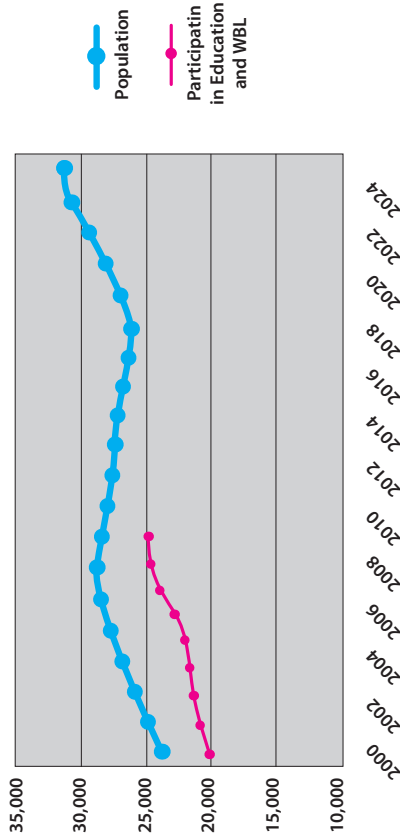
Barriers to participation

Young people's barriers to participation are often multiple and complex. Young people with the most acute problems have often experienced some form of abandonment or rejection from one or both parents. Domestic abuse, sexual abuse, neglect, family break up (divorce) and bereavement are typical in such cases. The family context for these young people is frequently typified by poverty, worklessness, poor parenting, a chaotic household, drug abuse and poor boundaries for behaviour.

Too many NEET young people and unemployed young adults have experienced a culture of worklessness at home. In some households, unemployment can span more than one generation. This can make unemployment the norm, eroding any expectation of participation in post-16 education, training or employment.

Young people with learning difficulties and disabilities (LDD) experience greater barriers to participation and are over-represented amongst young people who are NEET (56% of young people who were NEET in May 2012 had some form of LDD). This proportion has been steadily growing over the last year, with a significant factor being the reduction of numbers of young people in employment.

Projected 16 and 17 year-old population in Surrey compared to participation in education and training



Surrey has a confident structure and culture, set out in the 14-19 plan and developed by the 14-19 partnership, for ensuring that young people's aspirations with education and training are met in each borough and district. The networks are well-established and critical to supporting collaboration and development of local flexible provision. The networks interface with the local cluster groups which bring together providers with the Youth Support Service, with a particular focus on aligning aspirations and opportunities for young people who are NEET.

Recent research for the Centre for Social and Economic Inclusion revealed a large mismatch between the skills that young people were developing and the job vacancies available to them. 'Hidden talents: reconnecting skills provision with local labour markets' revealed both large oversupplies and undersupplies in key skills at a national level. The report also demonstrated that the skills in demand by employers varied significantly depending on the needs of local economies, with those in oversupply in one area undersupplied in another. The aspirations of young people in Surrey will therefore need to be aligned with local demand for jobs if education and training opportunities are to lead to the most positive outcomes.

Young people's perspectives

Surrey County Council conducted a series of focus groups in order to understand young people's views on the RPA and barriers to further education. In total, 12 focus groups were undertaken; six in school settings with Year 10 pupils and; six in youth clubs with 16-18 year olds. The locations of the focus groups were spread out across the county in order to gain an insight into as wide a range of experiences as possible. Around 100 young people were involved overall.

The focus groups highlighted a number of specific barriers to participation for young people who were NEET or at risk of becoming NEET in Surrey. These can be categorised into financial barriers, opportunity barriers and emotional barriers.


Page 46
Young people who were NEET or at risk of becoming NEET experienced a number of financial barriers which limited their participation in education, training or employment with training. Financial hardship meant that young people could feel discouraged from continuing with education or training because there was a need to address the immediate monetary issues that they faced. Additionally, financial hardship was associated with other issues, such as access to transport, which made participation more problematic.

As well as financial barriers, young people perceived that their opportunities were limited. These opportunity barriers existed because of previous low attainment, a lack of qualifications or because of limited work experience. However, a lack of suitable education, training or employment opportunities as well as what was considered to be inadequate information, advice and guidance also contributed to a perception that there were limited opportunities for young people.

Finally, young people reported a number of emotional barriers that limited participation in education, training or employment with training. They reported having had a fairly negative experience at school with experience of bullying or victimisation by students and teachers. A lack of confidence and self-esteem issues was frequently associated with this negative school experience, although that is not to say that such feelings were in anyway limited to these students.

Surrey economic assessment

Surrey's economy is performing well compared to other parts of the UK, but is arguably overly reliant on certain sectors. In 2010, for example, 30% of the workforce was in banking, finance or insurance and 24% worked in the public sector. The future trends in employment are a concern on two major fronts: the two sectors above which represent over half the labour market are both currently contracting and there is a lower than average manufacturing base in Surrey. The county's proximity to London is also a factor, with 23% of the workforce commuting to London. There are also some important positive factors for the future economy and workforce:

- 
- Surrey has a high proportion of small and micro-businesses.
 - Future growth is forecast for financial and business services, construction, distribution, hotels and catering and transport.
 - Surrey has a well-qualified workforce; 39.3% (279,600) of the working age population are qualified to NVQ Level 4 (degree level) and above, well above the south-east and Great Britain rates.

Professionals, personal services and skilled trades experience the most vacancies related to skills shortages. The Chartered Institute of Professional Development's Labour Market Outlook (winter 11/12) forecasts that professional roles, particularly managers, business development, sales and marketing and IT, will be areas of significant skills shortage in the county.

Despite Surrey's generally high levels of qualification, it is also significant that 55,400 (7.8%) in Surrey's working age population have no qualifications. There are also geographical areas with lower levels of qualifications such as Spelthorne, where only 19% of the working age population in the borough was qualified to NVQ Level 4 or higher.

The challenging economic conditions in 2012 have increased unemployment, with more than a million 16-24 year olds without a job nationally, but this still remains relatively low in Surrey. The current measure is Job Seekers' Allowance (JSA) claimant data, which for Surrey in April 2012 was 12,026 (1.7% of the working population). This is well below the south-east average of 2.6% and national average of 3.9%. The number of young people aged 19-25 claiming JSA fell to 2,820 in April 2012. However this figure is still disproportionately high, representing 23.6% of all claimants.

Full participation will depend on the preparation of young people for employment for the 21st century labour market. This is a market with fewer low skilled or semi-skilled jobs and increasing service sector, managerial and professional jobs. There is also growing demand for 'technician level' jobs, vocational roles requiring higher-level skills and qualifications. Employers state that an increase in demand for entry level roles, as well as candidates having better employability skills, would have the greatest positive impact on the recruitment of young people. To support young people's preparation, Surrey is

promoting the idea of 'job readiness' as the description of where we want learners to be at 19 years.

The chairman of Google delivered a devastating critique of the UK's education system in 2011 when he said the country had failed to capitalise on its record of innovation in science and engineering. He criticised 'a drift to the humanities' and attacked the emergence of two educational camps, commenting that: "You need to bring art and science back together".

Surrey is preparing for the future by bringing businesses and local authorities together to form Surrey Connects, a local enterprise partnership (LEP), which aims to create Smart Economic Growth in Surrey, with the ambition of doubling the real value of Surrey's economy to £52 billion by 2030. Surrey Connects will deliver tangible outcomes to advance the Surrey economy. The focus for economic development will be Surrey's core knowledge and innovation base, its entrepreneurial flair and its location for major international companies. Importantly, Surrey Connects aims to address the rising threat from key global competitors and one of the ways it plans to do this is by creating the most educated and flexible workforce in Europe.

To help achieve this ambition and to prepare young people for the world of work, Surrey needs to embrace 'vocationalised' academic learning and support young people's employability and entrepreneurship. Surrey needs not to categorise young people or steer less able students towards vocational options whilst pushing high achievers towards academic excellence. A diverse offer is required with a mix from Level 1-3 students and vocational and academic options being delivered side by side. To support development of vocational education the county council will offer advice and guidance on the qualification frameworks and continue to champion 'vocationalised' academic learning through the 14-19 partnership.



Future Surrey workforce

Ensuring that young people have the right mix of skills and experience will help secure Surrey's position as a global competitor, supporting economic growth through productivity improvements. Global demands on the Surrey workforce and the continuing shift towards the provision of business services and retail will require the future workforce to have a better range of skills. This is likely to lead to the need to ensure educational progression to at least Level 2 and preferably Level 3, in order to secure the supply of appropriate workers that will be needed by employers. Surrey's location and existing high skills base also provide an opportunity for significant growth in knowledge based industries such as ICT and biopharmaceuticals. To satisfy employer demand in these areas, STEM skills (science, technology, engineering and maths) will become increasingly important.

Challenge of family worklessness

The Joseph Rowntree Foundation notes that workless families lack cohesion, self-esteem, aspiration and adequate role models for children. Crucially, these families lack resources to fund education and childcare costs, restricting access to social and developmental opportunities that are vital for building successful futures. The link between economic disadvantage and family worklessness is closely associated with educational failure which leads to fewer opportunities and a greater risk of future unemployment. Consequently, worklessness is associated with other social problems such as crime and disorder, drug and alcohol misuse and poor health with a recent DWP study revealing that children eligible for free school meals are around four times more likely to receive a permanent exclusion.



Children and young people's strategy 2012-17

The children and young people's strategy 2012-17 is delivered through three key plans: education and achievement plan; health, well-being and safeguarding plan; and the young people's employability plan. The strategy is underpinned by the 'lifecourse outcomes', a new way of thinking about childhood development in Surrey that identifies the outcomes that children and young people should achieve at each stage of their development from 0-25 years.

The lifecourse outcomes approach highlights the key desired outcomes at any stage in a young person's life. As young people develop at different rates, the approach takes a realistic account of the individual needs of the young person when considering appropriate outcomes but remains ambitious in its aim for their achievement and positive development. These outcomes can then be used to help guide the type of services available to young people to ensure that they meet the specific needs of young people in Surrey. The employability plan directly supports a wide range of the outcomes in the secondary years through to young adulthood - in particular 'to continue in education, or secure employment or training' and 'to have a broad set of skills that employers value' but the links are far wider than these two alone.



Trajectories to full participation

Achieving full participation will be challenging but Surrey expects to be one of the first local authorities to achieve this goal. This will require close co-operation with partners as we jointly support young people to greater independence. The trajectory to full participation shown below has been agreed for Surrey by the 14-19 partnership, the lead partnership body for young people's employability, which brings together schools, colleges, training providers, employers, the voluntary, community and faith sector and other partners.

The actions to achieve the ambitious yet essential goal of full participation by the council and partners are set out in the next section.

Participation by year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
17 year olds	93.1%	97.9%	99.4%	100%	100%	100%
18 year olds	86.5%	93.3%	96.6%	98.3%	99.3%	100%



What we will do to improve young people's employability

Pathways for progression and skills for employability are being extended and developed across Surrey. Schools, colleges, training providers and 14-19 networks provide a wide range of learning opportunities and integrated support for NEET is managed through the Youth Support Service. There are five key themes for action, each to be supported by an annual action plan.

1.0 Preparing young people for participation

"In school they've got their way of teaching you, that's as much as the teachers can do. They teach you the way that they're told to teach you but some people learn by doing, some people learn by seeing other people doing it. Everybody learns [differently]."

(Young person currently NEET, aged 17, Epsom & Ewell.)

- 1.1 **We will work with schools, colleges, training providers and 14-19 networks to offer a suite of vocational and academic learning opportunities and qualifications for young people aged 14-19, that best suit the needs, abilities and aspirations for all young people and inspire and motivate their progression.**
- 1.2 **We will promote parity of esteem between vocational and academic pathways** by increasing emphasis of recruitment of vocational learners into further / higher education and ensuring that we promote vocational qualifications as equally viable routes to employability.
- 1.3 **Clear progression pathways and routes to employment** will be promoted through the 14-19 learning networks, schools, colleges, training providers and the Youth Support Service (YSS).
- 1.4 **The YSS will deliver a participation readiness programme** for all NEET young people, who are not yet ready to access education, training or employment opportunities. This programme will build self-esteem and confidence and deliver skills training that supports readiness for work

and learning, including communications skills, personal administration, how to access support, team work skills, literacy and numeracy, study skills and career planning. The programme will also provide opportunities for work experience or college taster courses, consider issues around travelling to work or learning and financial management.

1.5 **The Surrey Young People's Employability Award** will be developed as an accredited programme during the lifetime of the employability plan.

1.6 **Young people will be supported by the YSS in applying for jobs and learning opportunities.** Many employers require applicants to be able to offer sector-specific basic training, and the YSS in partnership with training providers will deliver the Construction Skills Certification Scheme (CSCS), first aid training, health and safety at work certificates and food hygiene training.

1.7 **We will promote education and training opportunities through skills fairs,** both countywide and locally, where young people can explore and experience education and training opportunities post-16.

1.8 **We will provide targeted support for young people in Year 11,** who are identified as being at risk of becoming NEET, to support progression to education, training or employment, working with schools, colleges, training providers and employers, with co-ordination through Services for Young People.

1.9 **We will work with young people, their families and communities to promote the benefits of participation,** particularly for those groups where the benefits may be less readily apparent such as Gypsy, Romany Travellers, young carers and those from economically disadvantaged backgrounds.

2.0 Commissioning and developing opportunities

"I think if there were more places like this, young people would actually carry on with education and get a job because it prepares you for [work] and you also learn."

(Young person, aged 16, attending alternative curriculum provision in Guildford.)

2.1 **We will commission new provision to fill gaps in line with the local authority's statutory role to ensure a broad and balanced range of opportunities,** working with knowledge of young people's aspirations and in partnership with education and training partners, employers and 14-19 networks. Aligning ourselves with the recommendations from the Wolf Report, we will ensure English and maths form a core part of learning opportunities. We will draw on opportunities for capital and revenue funding, particularly for those currently not participating. We will develop new provision for young people with special educational needs and disabilities (SEND).

2.2 **We will actively engage employers,** working with Surrey Connects and Local Enterprise Partnerships, Chambers of Commerce, Institute of Directors, Federation of Small Businesses and other representative bodies to secure increased employment opportunities in Surrey through new business starts, inward relocation and growth of Surrey businesses. We will seek to secure new opportunities for young people in apprenticeships, jobs with training, work experience and internships.

2.3 **We will commission opportunities for young people** to gain experience of employment through work trials and work pairing, where an employer will be supported for the initial period of employment of a young person who would otherwise have been NEET.

2.4 **We will draw on Labour Market Intelligence (LMI)** to understand forecast future changes in the labour market and draw on this to inform the accuracy of information, advice and guidance offered to young people, and to commission education and training that the local business sector needs.

2.5 **We will engage both large businesses and the smaller 'micro-businesses'** (which represent 88% of the 61,000 businesses in the county).

2.6 **We will increase apprenticeships for young people** through a threefold approach: as an employer, as a purchaser and as a partner. First, the county council has committed to employing more apprentices. Secondly, we will work with our contractors to ensure that all contracts for the provision of services (rather than goods) are let with a condition that the contractor employs an agreed number of apprentices aged 16-24 years. Thirdly, we will work with our partners in the public sector to do the same; employ apprentices directly and ensure that their contractors do similar.

2.7 **We will develop a network of business mentors** in 2012-13 to work with young people, working with organisations such as Surrey Connects and Surrey Chambers.

2.8 **We will commission a network of skills centres**, from October 2012, to provide local, flexible, timely opportunities for foundation learning provision, with pathways for

progression to further education, training or employment with training. This provision will be delivered in partnership with training providers and will be funded by the Education Funding Agency (EFA) after start up funding for the first year through the county council.

2.9 **A communications campaign with parents, carers, employers, schools, colleges, training providers, young people and other partner organisations** will support the achievement of full participation and young people's employability in Surrey.

3.0 **Aligning aspirations with opportunities**

"[When you're younger] you've got dreams and you always think when you're older you're going to have this and you're going to be able to do that, and [now I'm older,] it's not [that] easy."

(Young person, aged 18, recently NEET, Elmbridge)

3.1 **We will survey all NEET young people** on a rolling basis each academic year to discover preferences in courses, jobs, careers and seek to match this with available provision. Career guidance professionals will support this survey, to ensure that young people's ambitions are both realistic and stretching.

3.2 **We will survey young people in school from Year 9 at the start of the next academic year** to inform future provision.

- 3.3 **We will ensure current information on the range of learning opportunities** is easily accessible through web-based facilities, such as U-Explore, with supporting arrangements for NEET young people, particularly where there are any difficulties with web access.
- 3.4 **We will continue to support schools, colleges and the 14-19 learning networks in providing careers education, information, advice and guidance** to young people in schools and colleges, ensuring that this provision remains as appropriate for needs. The county council contributes to careers advice pre-16 by providing an online advice and guidance service to all schools. For young people post-16, professionally qualified careers advisers within the YSS provide advice and guidance to NEET young people and schools, colleges and training providers provide progression advice to young people in provision. Young people can also access the national All Age Careers Service.
- 3.5 **We will ensure progression for young people with learning difficulties and disabilities (LDD)** from school through outcome focused progression plans, developed with the young person and their family, the school, health, social care including the transition team and other partners.
- 3.6 **We will develop integrated education, health and care** assessments working with health, social care and other organisations as part of the national pilot work in Surrey with the aim of adopting the reforms in 2014.

4.0 Overcoming barriers to participation

"If you have no qualifications or you've dropped out, if someone could be there [who could say something like], 'We can refer you to this if you want to learn a trade.'"

(Young person, aged 17)

- 4.1 **We will overcome barriers to young people's participation by working with young people**, and other organisations, co-ordinated by the YSS. This includes extra efforts to address issues of homelessness, substance misuse, mental health issues, having been offenders or victims of crime as well as other issues holding young people back from participation.
- 4.2 **We will provide targeted support with partners for looked after children and care leavers** to enable their choice and progression onto education, training and employment.
- 4.3 **We will explore the development of a bursary scheme**, delivered locally through youth task groups, to support young people for whom financial hardship is a barrier to participation, potentially including the personalisation of part of the existing local prevention framework.
- 4.4 **We will provide colleges and training providers with a grant** in advance of each term based on the forecasts for enrolment of students eligible for free meals. This will enable these providers to introduce a scheme from September 2012 to provide free meals for young people on courses who would otherwise have been eligible if they had stayed on at school. It is hoped that these plans will address some of the inequalities of opportunity for specific groups of young people.

- 4.5 **We will explore targeted support in the next academic year, for young people for whom the cost or availability of transport holds them back from education, training or employment, including securing contributions from travel companies or other business sponsorship.** This was identified by young people as a key barrier in the focus groups held in Spring 2012.
- 4.6 **We will improve information sharing and timely communication for tracking participation** in school years 12-14, supported by local arrangements building on partners' and community knowledge. This will inform early response to support young people who are discontinuing their education, training or employment.
- 4.7 **We will develop protocols and monthly tracking reports for looked after children and care leavers,** working with key professionals in Surrey and other local authorities.
- 4.8 **We will use predictive analytics with partners** to attempt to identify those young people who will most likely be NEET at 16, building on the existing database of young people from year 8 to 11 that present risk of NEET indicators (RONI).
- 4.9 **Prevention work to reduce the likelihood of a young person becoming NEET** will be managed in line with the council's preventative strategy and co-ordinated with work in secondary schools, special schools, pupil referral units, primary schools and key Surrey services, particularly in Children's Services and Schools and Learning.

- 4.10 **We will develop and commission preventative work with young people locally** at district/borough level, working with district/borough councils, health, police, schools, colleges and other partners, co-ordinated by Services for Young People, to reduce risk factors and support young people's participation and employability.

5.0 Tackling worklessness in families

"It's all to do with your family because that influences your decision in what you want to do."

(Young person, aged 17, currently NEET, Epsom & Ewell)



- 5.1 **We will develop integrated approaches to tackle family worklessness,** working with those families that include young people who are NEET or identified as at risk of becoming NEET (RONI). This will involve cross-referencing YSS case file information with wider council information on families and their support, and with unemployment records held by the DWP. The employability plan will be supported by the council's family support project (FSP) which focuses on providing multi-agency assistance to whole families with children under 19 years who experience the range of social and welfare issues related to family worklessness.
- 5.2 **We will work with partners and the family support programme (FSP) to develop an ethnographic assessment** of the 'lived experience' of the family to supplement the assessment of the young person. This work will take place in 2012-13 and will provide the practitioner with a rich understanding of the assets and needs of the family providing a much deeper level of insight than would

Mapping needs and requirements onto the actions

otherwise be available. The FSP creates provision for research to better understand the root causes of problems such as worklessness within families and consequently develop a more holistic and informed approach to address this issue.

- 5.3 **We will work with partners to develop integrated support for the family** through a family group conference, building on restorative approaches already embedded in YSS practice, which will provide a plan that has the ownership and commitment of the family. Throughout the intervention we will promote a restorative parenting approach; supporting the family to managing conflict more effectively.
- 5.4 **The support provided will be led by the agreed plan** and underpinned by the promotion of employability, restorative approaches and healthy lifestyles. The practitioner will adopt a holistic approach to family support and at the same time focus on supporting adults into work or training. Partnership with the family support programme, social care, health, Job Centre Plus, the DWP Work Programme, the Surrey Sports Partnership and Adult and Community Learning will be critical to the success of the work of the YSS in supporting the young person's participation and employability.
- 5.5 **We will reduce levels of unemployment for young people aged 19 to 24**, by improving young people's employability and working with Job Centre Plus.

Needs	Action
Young People	<p>Suitable education opportunities 1.1, 2.1, 2.8, 3.2</p> <p>Employment opportunities 1.5, 2.1, 2.2, 2.3, 2.6, 3.2</p> <p>Information, advice and guidance 1.3, 1.5, 1.6, 2.4, 2.7, 3.3, 3.4, 3.6</p> <p>Financial hardship 4.1, 4.3, 4.4, 4.5</p> <p>Suitable transport 4.5</p> <p>Confidence and self-esteem 1.7, 2.7</p> <p>Skills for the future 1.1, 2.2, 2.7</p>
At risk young people	<p>Suitable education opportunities 1.4, 3.1, 3.5, 4.2, 4.9</p> <p>Information, advice and guidance 1.4, 1.7, 2.7, 3.1, 3.3, 3.4, 3.5, 3.6, 4.2, 4.8, 5.3</p> <p>Confidence and self-esteem 1.4, 2.7, 5.3, 5.4</p>
Employers	<p>Literacy and numeracy skills 1.1, 1.3, 1.4, 2.1, 2.4, 5.4, 5.5</p> <p>Soft skills (e.g. communication, teamwork and commitment) 1.1, 1.4, 5.4</p> <p>Work experience/work skills 1.1, 1.4, 2.2, 2.3, 5.4</p> <p>Technical skills 1.1, 1.6, 5.4</p> <p>Incentives to take on young people 2.2, 2.3, 2.6</p>
Statutory requirements	Action
Promote effective participation in education or training for all 16 and 17 year olds	2.1, 2.8, 4.1, 4.10, 5.1
Identify young people who are not participating	1.7, 3.1, 3.2, 4.6, 4.7
Secure sufficient education and training provision for all 16 to 19 year olds	2.1
Encourage and assist young people to participate	1.1, 1.6, 2.1, 2.6, 2.8, 3.4, 4.1, 4.3, 4.4, 4.10
Full participation of 16 and 17 year olds	1.4, 2.1, 2.9

14 to 19 partnership

The main purpose of the 14-19 partnership is to inform and advise on progress in the operation and implementation of the Surrey 14-19 strategic plan (2007-2013). The membership of the partnership is designed to strengthen a high level of engagement at provider level and to meet the duties the local authority (LA) has in delivering the local 14-19 strategy.

Audit Commission

Public corporation set up in 1983 to oversee the work of public bodies and assist them in financial challenges by providing evidence-based analysis and advice.

Building Engagement, Building Futures

Government strategy aiming to improve the engagement of 16 to 24 year olds in education, training and work and ensure participation.

Construction Skills Certification Scheme

Surrey County Council led initiative to train young people in construction skills to increase their employability, providing a recognised certificate upon conclusion.

Demos

Think tank 'focused on power and politics', aiming to involve individuals and communities closely in research. Demos' 2012 research concentrates on four programmes: family and society, violence and extremism, citizens and public services and welfare.

DfE: Department for Education

Government department responsible for education.

DWP: Department for Work and Pensions

Government department responsible for policy and distribution of welfare and pensions. Also a key player in tackling child poverty.

EFA: Education Funding Agency

Government agency established on 1 April 2012 as an executive agency of the DfE; responsible for work previously run by Young People's Learning Agency, Partnerships for Schools and the maintained schools funding division of the DfE. Responsible for the funding of academies, distribution of the Dedicated Schools Grant, funding 16-19 learning and training, funding for learners with learning difficulties/disabilities aged 16-25 and delivery of capital programmes.

GCSE

General Certificate of Secondary Education; standardised qualification taken at age 16 in the final year of secondary schooling to prove basic understanding of a subject.

Get Britain Working

Government initiative covering a number of major welfare to work reforms to attempt to break the 'cycle of benefit dependency'.

JSA: Job Seekers' Allowance

State benefit paid to those who are 18 or over, not in education, without parents claiming child benefit, unemployed and looking for work.

LA: local authority

Authority responsible for the provision of youth support, social care and other services (eg Surrey County Council).

LDD: learning difficulties and disabilities

LMI: Labour Market Intelligence

Data suggesting the volatility or stability of the labour market and the probability of employment.

NEET: not in education, employment or training

Individuals aged 16-21 who are not in a form of education (apprenticeships, college, 6th form), employment or training.

NVQ: National Vocational Qualification

Government-approved work based qualification giving proof of ability to work to a certain standard or level. Levels range from Level 1 to Level 5 in order of the complexity of tasks.

NVQ4: National Vocational Qualification, Level 4

NVQ awarded to the second highest level of skill for the subject concerned; requires understanding of complex, technical procedures. Considered as equivalent to a diploma, degree with first class honours, nursing/teaching qualification (eg PGCE/Postgraduate Certificate in Education), or an HND (Higher National Diploma).

One in Ten

Surrey County Council report carried out in 2010 to analyse the wellbeing of and problems facing young people potentially affecting their transition to adulthood.

PETE: participation in education, training or employment

A positive measure of the level of participation.

RONI: risk of NEET indicator

A means of identifying young people more likely to become NEET based on known risk factors and local knowledge.

RPA: raising the participation age

Relating to the government's decision to increase the age of participation, the age prior to which every individual must be in some form of education, employment or training.

STEM: science, technology, engineering and maths

Subject areas key to employers in knowledge based industries.

Skills Centres

Surrey County Council initiative to use youth service and adult education facilities as locations where basic certificated training can take place to increase the employability of NEET young people and those at risk of NEET.

Universal Credit

A new single payment for people who are looking for work on a low income provided through the Department for Work and Pensions. The Universal Credit is designed to simplify the benefits system by combining a number of benefits into a single payment.

Work Programme

Government initiative providing tailored support for benefit claimants to help them become more competitive in the jobs market through training.

YSS: Youth Support Service

Surrey County Council department responsible for the prevention of NEET outcomes for young people. Works to put NEET young people into education, training and employment and with schools to reduce risk.



 www.surreycc.gov.uk/yournextmove

Created by the Communications Design Team. AD.03.13. CS2521

This page is intentionally left blank

Peer Review on Raising the Participation Age

Self Assessment

Date 23rd April 2013

Introduction

Surrey is a prosperous county that offers many young people a broad range of opportunities, but there is a significant proportion of 'vulnerable' young people for whom barriers to participation in education, training or employment with training put them at particular risk of becoming NEET. Surrey's young people mostly achieve high educational standards. Drawing on the latest data currently available, 84.6% of young people in Surrey achieved Level 2 by 19 and 65.5% achieved Level 3 by aged 19. This is an improving trend with Surrey ranked fifth out of 11 statistical neighbours for Level 2 performance and maintaining a ranking of third compared to statistical neighbours for Level 3. More current data for GCSE performance provides evidence of improving performance with Surrey's ranking increasing from 23rd in 2010/11 to 19th in 2011/12 for 5+ GCSEs graded A to C, including English and maths. Some 64.2% of young people achieved this level which was also an increase compared to statistical neighbours where Surrey's ranking increased from fifth to fourth. Surrey's level of participation of young people in Education, Training or Employment (ETE) 16 to 18 is comparatively high, with 95.8% of young people participating in 2012. This was a slight fall from 96.1% in 2011, but was still the second highest performance among statistical neighbours. However, we recognise we cannot be complacent as there are significant gaps, particularly for vulnerable groups and certain communities, for example:

- Looked after children (LAC) achieve less well than their peers with 11.4% 16 to 18 year olds NEET compared to 3.7% of all 16 to 18 year olds in December 2012.
- NEET young people with Special Educational Needs or Disabilities (SEND) were more likely to have been LAC, had a child protection plan or been a child in need (CiN) than NEET - of the young people within the NEET cohort who were currently or had previously been looked after, 27% also had SEN Statements.
- There are recognised pockets of deprivation, particularly in parts of Spelthorne, Woking, Guildford, Reigate and Banstead and Surrey Heath.
- In May 2012, 56% of the NEET population in Surrey had SEND 82.2% of young people who are at risk of becoming NEET have SEND.

Raising of the Participation Age (RPA) requires that by 2013 all young people should remain in ETE until the end of Year 12 and that by 2015 this should rise to include all those under the age of 18. In Surrey, we have set our aspirations higher with the vision for all young people up to the age of 19 to be participating in education, training or employment with training (PETE). This vision and the supporting strategy is set out in our Young People's Employability Plan 2012-2017. This is one of

three key strategies in the Children's, Schools and Families (CSF) Directorate (the other two being Education and Achievement and Health and Wellbeing), which jointly set out the directorate's future strategy.

Surrey's key delivery vehicle for the Young People's Employability Plan is the Surrey 14-19 Partnership and the 12 local 14-19 Learning Networks. The 14-19 Partnership is chaired by the Assistant Director for Young People, and brings together senior representatives from the Local Authority, schools, special schools, colleges, training providers, employers as well as the Voluntary, Community and Faith Sector (VCFS) to deliver an integrated approach to RPA. Such is the success of this work, that some local networks have deepened their collaboration through the creation of formal Federations (e.g. Waverley, Woking and Surrey Heath). Despite changes to 14-19 policy and funding, all of the networks have remained firm and have re-stated their intention to continue to work collaboratively, particularly on Raising the Participation age.

In 2010, the council decided to transform its services and its community leadership in the entire youth sector. This was facilitated by changing the entire business model, moving from a service delivery model of operation to a commissioning model. As commissioners our role became one about assigning resources to tackling the problem of meeting the aim of full participation and turning resources directly into outcomes. Our strategic approach to focusing on PETE has enabled us to make a real difference in encouraging participation and removing barriers which has led to more efficient use of public money. Our focus is now on outcomes and not just services.

SCC Services for Young People approach to full participation has moved the County Council from being a provider of services to a strategic commissioner of outcomes, enabling local communities to be part of shaping the place they live in and solving problems. Providers are free to work with young people and communities to develop approaches that work, as long as these contribute to full participation. This has meant that young people have a greater role in co-producing public services, such as the Local Prevention Framework, with professionals.

The approach relies on eight operational models of service delivery, outlined below:

- Centre Based Youth Work – providing universally accessible opportunities for approximately 7300 young people in 2012-13.
- Local Prevention Framework – reaching 1808 young people at the end of February 2013 with locally commissioned preventative services
- Youth Support Service – case-work with 1,866 young people during 2012-13, supporting 1,211 into education, training or employment
- Skills Centres – reaching 94 young people in 2012/13 with 53% progressing to positive destinations
- Pathways Team – guidance and placement for approx. 600 young people in 2012-13, with 95% supported to positive destinations from year 11 to year 12
- Youth Engagement Contract – engaging 46,546 young people in 2012-13.
- Surrey Outdoor Learning and Development (SOLD) – supporting 96 'at risk' young people into participation in 2012-13

- Year 11-12 Transition – supporting 1565 young people identified as at risk of being NEET, with 89.8% successful progression from year 11 to year 12, with retention to at least January of Year 12.

CASE STUDY – Targeted support for Looked After Children

A Directorate-wide holistic approach to the progression of looked after children has reduced the numbers of Looked After Children who are NEET from 24.7 % in March 2011 to 11.5% in March 2013. This has been matched by a reduction in unknowns from a position in March 2011 when the education, training or employment (ETE) status of 60 LAC was not known to this being known for every LAC in March 2013, with individual support and a cohort review monthly with a 'and 'deep dive' every 3 months.

In secondary education the Virtual school promotes progression pathways alongside designated teachers via the Personal Education Plans. In Year 11 the virtual school identifies with the YSS those most likely to have trouble progressing. The YSS then initiates contact with the young person with social care to ensure a 'sticky hand transfer'. The YSO will then stay with the young person wherever the young person moves. This is backed up with regular monitoring and further action e.g. in response to a evidence that there was a spike of discontinuation for LAC in the Spring of Yr 12, there are now half termly reviews with GFE colleges jointly with virtual school and YSS.

1. Preparing young people for participation

Surrey's rates of participation compare favourably to other local authorities both regionally and nationally. In Surrey, 91.3% of young people aged 16 to 18 were participating in education or training in 2011 (a further 4.8% were in employment) which placed Surrey joint fourth (top quartile) among South East Authorities, where the average participation rate was 88%. National figures for England showed a participation rate of 90.1% among 16 to 18 year olds to the end of 2011.

Participation rates for the different year groups were also comparatively high with 94% of 16 year olds and 88% of 17 year olds in education or work based learning, ranking Surrey third and fourth respectively in the South East. Further, Surrey achieved a high level of participation in Education, Training or Employment (ETE) among young people with 96.8% of those aged 16 to 18 participating in 2012, the second highest level of performance among statistical neighbours. There are, however, a number of barriers to participation that are increasing pressure on the system including the impact of the withdrawal of the Education Maintenance Allowance (EMA), reductions to 16-19 funding for colleges, schools and other providers and wider economic pressures, which are reducing the availability of suitable job opportunities for young people. In addition to this, we now have improved processes which are able to capture data on in-year FE leavers that had previously not been available, enhancing data reliability and increasing the number of young people recorded as NEET.

In 2012, Surrey achieved a 15% reduction in the number of young people who were NEET compared to December 2011. Despite our success, we realise that achieving full participation will be challenging, nevertheless Surrey expects to be one of the first local authorities to achieve this goal. This will require close co-operation with partners as we jointly support young people to greater independence. As well as more traditional approaches to encouraging participation, we are using a range of innovative methods to promote ETE, targeted at the specific needs of young people. For example, Ready for Work (R4W) and Skills Centres are targeting NEET young people, focusing on developing the basic skills they need to gain access to ETE. The Youth Support Service provides a case manager or 'lead professional' for every young person that is NEET or in the youth justice system, building on the Youth Offending Team (YOT) practice model that has been operating in English and Welsh local authorities since 2000.

The Youth Engagement Contract (YEC) provides young people with information in relation to things to do and places to go, education, training, careers, health and healthy lifestyles with a requirement to demonstrate considerable innovation and creativity in its delivery which is in part achieved through the use of innovative online touch points such as U-Explore and Surge.

The Year 11-12 transition provides effective support to young people in Year 11, who are at risk of becoming NEET. It identifies those young people most likely to become NEET and provides the specific support that they need to become 'college or job ready'.

The trajectory to full participation shown below was agreed for Surrey by the 14-19 Partnership, as part of the development of the Young People's Employability Plan.

Participation by year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
16/17 year olds	93.1%	97.9%	99.4%	100%	100%	100%
17/18 year olds	86.5%	93.3%	96.6%	98.3%	99.3%	100%

For the 2010/11 academic year, which is the most recent data currently available from national sources, Surrey managed to surpass these targets achieving participation rates of 94% among 16 to 17 year olds and 88% among 17 to 18 year olds. Although this achievement is encouraging, targets for subsequent years are recognised as being increasingly ambitious and therefore will be more challenging.

The Young People's Employability Plan and the twelve 14-19 Network self-evaluations and action plans demonstrate the Council has an extensive range of strategies - both universal and targeted – aimed at raising awareness of RPA and improving participation. For example:

- Analysis of Year 11 and Year 13 destinations data by school and by network to enable better planning and identification of need
- Collaborative curriculum pathways (Levels 1-3) to facilitate progression
- Use of RPA 'tools' within lesson plans and parents events
- Clearly defined progression routes incorporated in KS4 course booklets
- Bespoke KS4 provision for the most vulnerable with careful transition pathways planning with Post-16 providers

Schools

Schools are critical in preparing young people for participation after Year 11 and there is a statutory requirement for the local authority to *work with schools to identify those who are in need of targeted support or who are at risk of not participating post-16*. Through the 14-19 Conferences, Deputy Headteacher briefings, Heads of Sixth Form briefings and 14-19 Network Coordinators, schools have been well-briefed on RPA. Their responsibilities with regard to student destinations have been well set out and they have been provided with information and literature for students and parents. Working both individually and collaboratively through the 14-19 Networks, schools have provided information to students and parents on the Raising of the Participation and what it means in practice.

Youth Support Service

The Youth Support Service provides one to one support for all NEET young people to prepare them for participation and at the end of March 2013, 978 NEET young people were being supported by the

YSS. All NEET young people in Surrey are allocated a case worker who will go through a robust assessment process with them. The aim of this process is to identify their aspirations and to develop a realistic and actionable plan that will help them achieve their aims. Part of this process is to identify the barriers particular young people experience in moving into employment training or education and to then work with these individuals to help them address any issues. For many young people the barriers can be around self esteem and confidence and therefore activities like meeting young people at familiar places taking them to training or education providers for their first and in some cases subsequent visits can all help a young person to engage.

There are many examples of the positive effects that this work has for young people. For example, a teenage parent from Spelthorne with issues around self esteem who lacked the confidence to find work joined a support group which was co-facilitated by the YSS and a children's centre. As direct result of this group, the young person has gained confidence in her abilities, which has enabled her to feel ready to apply for an apprenticeship at the children's centre. In another case, a LAC young person was falling behind in their work at college and it was felt that there was an increasing risk of them becoming NEET. The college notified the link staff from YSS and joint meeting between the YSS, college and the young person led to a change in course and continued participation.

The YSS has also developed the Ready 4 Work programme which tackles the problem many NEET young people have around not having the skills to access entry level ETE opportunities. A range of innovative activities, designed to encourage progression to participation, have been undertaken in the eleven teams involved, including art and bike projects and the opportunity to obtain a CSCS card.

Through this approach, which focuses on PETE and addressing the root causes of barriers which cause young people to become NEET, the YSS helped 1,866 young people progress in 2012.

The YSS also uses this preventative approach to reduce offending and anti-social behaviour and 388 young people were involved in the Youth Restorative Programme in 2012 as well as a range of other successful activities aimed at preventing offending among those identified as being at risk. It also provides support for homeless young people in the county, meeting the shelter needs of 70 young people in 2012/13 at a critical point in their lives.

Communications

Our approach to communication with young people is predominantly delivered through the 'What's your next move?' campaign and through the Surge platform which is part of the Youth Engagement Contract. This campaign provides a suite of web pages providing information for young people and their parents/carers, including links to U-Explore, the Council's online careers IAG platform, while Surge offers a magazine style website delivered by young people for young people. The Council also delivers the Surrey Opportunities Fair which takes place each year in October and showcases the range of options that are available to young people following Year 11. The fair specifically targets RONI and NEET groups and breaks with the tradition of careers fairs for this age group, by educating young people on the full spectrum of choices post Year 11, not just those offered by schools and colleges. It was attended by 1,500 young people with a further 200 members of the public attending the twilight session.

Some of our GFE Colleges also provide information which is specifically targeted at young people with Special educational Needs and Disabilities. As a Pathfinder site for the SEN reforms, Surrey will be providing a comprehensive 'Local Offer' which will add value to information available to young people, families and professionals.

This year, as part of our communications, we wrote to all parents and carers responsible for Year 11 learners, promoting the rise in the participation age. This has led to parents who are better informed about the changes and have been much more proactive in supporting young people into Year 12.

Information advice and guidance

While we have retained our statutory duty to *enable, encourage and assist young people's participation in education and training*, schools are responsible to provide information advice and guidance (IAG) for pathways after Year 11. While Surrey schools typically do a good job in providing this IAG, some feedback suggests that not all schools are providing advice, on what we would consider the full range of opportunities available to young people.

U-Explore, was commissioned by Surrey County Council as part of its Youth Engagement Contract, and is an online resource which offers universal web-based access to IAG. Through 14-19 Networks, U-Explore is being extensively developed to cater for young people's needs with a high level of penetration among Year 11 learners in its first year with roughly half of these 11,000 young people using the website.

Between April 2012 and March 2013, a total of 27,000 young people signed up for U-Explore and over 19,000 were actively using the system for an average of four sessions over the year, resulting in a total of 83,821 visits. In most areas across the County U-Explore is being developed in schools for usage within PSHE and IAG sessions and many parents value and use it.

CASE STUDY – U-Explore: A user's journey

Before I used U-Explore I had very little idea of what I wanted to be when I grew up, I didn't know about many different careers and the ones I did know about I still only knew very little. My only real career ideas were, art teacher and cartoonist. After using U-Explore my career ideas have changed dramatically as I have gained help and understanding through detailed and clear explanations on the site. Now I can aim much higher as I am no longer confused. I am still not one hundred percent sure as to what career I would like to do nevertheless my ideas have developed from art teacher to art director and from cartoonist to architect. And I feel this level of progression would not have been achieved without the use of U-Explore. U-Explore has influenced me take Maths and English more seriously as they are important and well recognised qualifications, even if you are interested in going into the art industry. It has also altered my decisions for the future as it has persuaded me not to do things just because I find them easy.

Centre Based Youth Work

Young people in Surrey have open access to high quality youth work, independently assessed against the NYA Quality Mark, delivered from 31 youth centres and 12 satellite centres across the County. As a result of the NYA Quality Mark process, the number of Centres observed to have 'good' quality of practice has increased from four in 2012 to 18 in 2013, with the remainder still to be assessed. In 2012/13 over 3,000 young people participated in informal learning, personal and social development and community involvement opportunities.

Outcomes achieved for both communities and young people have been encouraging. For example, young people attending Shepperton Youth Centre, who have behavioural difficulties, had been vandalising The Greeno Day Care Centre in Shepperton and the Centre Manager wanted the young people prosecuted. As the result of a successful intergenerational project, the Youth & Community Worker has restored these young people as valued members of the community. The young people now serve tea and cakes in the Greeno Centre which are handmade on site and there has been no

vandalism of the centre since. Results from this project have been so encouraging that it has received attention from the BBC who have been on site filming.

Local Prevention Framework

The Local Prevention Framework (LPF) aims to help meet the County Council's social policy objectives by preventing young people from becoming NEET or offending as well as devolving the budget for commissioning local preventative youth services to Local Committees (LCs).

This commission works with young people of secondary school age who are most at risk of becoming NEET or offending. Supported by the Local Authority, local voluntary, community and faith sector groups engage these young people in innovative, locally driven, preventative programmes, to support their re-engagement and prepare them for participation. Programmes include the Heads Together specialist counselling service, skills development such as the GASP Motor Project and high quality youth work and outreach such as the Leatherhead Youth Project. At the start of the first year (2012/13), some providers got off to a slow start. As a result of Contract Performance Officers working closely with the Local Committees and providers, by October performance had improved and by March 2013 over 2,000 young people (112% of the original target) had been engaged in the programmes. During this time, just 0.5% of those most at risk entered the criminal justice system.

Vulnerable Young People

With the statutory guidance putting a duty on local authorities to *collect information to identify young people who are not participating, or who are at risk of not doing so* the Year 11/12 Transition Commission focuses on providing intensive support to young people who have been identified as being at risk of becoming NEET through local RONI criteria. At risk groups include being a looked-after child (LAC), having SEND, having previously offended, participating in alternative learning programmes, having attendance of less than 80% and being permanently excluded from school. In total, the Council and its partners provided support to 888 young people who were at risk of becoming NEET once they left school, which facilitated the progression of 85.8% (762) into further education, apprenticeships or employment. However, while we have managed to engage 86% of RONIs, NEET figures for the county as a whole have not fallen in line with this figure and therefore more work is being done to refine the RONI predictive analytics.

SEND Young People

In Surrey during 2011/12, 57% of young people who were NEET also had some form of SEND. This group includes young people with a wide spectrum of needs, including those with a formal Statement of Special Educational Need, those on school-based School Action Plus and School Action plans.

The Pathways Team work with SEND young people from Year 9 to ensure that they have the appropriate plan in place to help them access the best opportunities for their progression into participation after Year 11. As part of this process, a multi-agency planning meeting takes place 18 months before a young person is due to leave school to plan for their post-16 placement. This is chaired independently, and attended by a range of agencies, including schools, colleges, Pathways Team, SEND Commissioning, Adult Services, SEN, Employability, Children with Disability team. Pathways advisers provide valuable information, advice and guidance on many issues, including education and training. They work directly with SEND young people and oversee their transition to adulthood. The work of the Pathways team has been effective in securing an increase in participation

for SEND young people, with 12 fewer young people with statements being NEET compared to the same time last year: a 26.6% reduction.

A recent detailed needs analysis to inform the re-commissioning of the LPF has shown that 80% of Surrey's RONI cohort has some form of SEND. All LPF providers have been provided with a detailed profile of the RONI cohort to inform their bids and the market has been better developed with the aim of catering more specifically for these groups.

In addition to this, and to further support the Year 11/12 transition, the Pathways team provide intensive support to SEND young people in year 11 who have been identified as being at risk of becoming NEET through national RONI criteria. Each at risk young person in Year 11 is allocated a key worker and provided with mentoring to help them to identify a progression route following their compulsory schooling. National research indicates that young people are most vulnerable to dropping out of further education during the period leading up to Christmas, as they may struggle to keep up with the work or decide that they have chosen the wrong courses. Therefore, the Pathways team ensure these young people receive targeted support for the first term of Year 12.

Information and Planning Sessions for young people in Out of County Provision.

A series of sessions have been set up jointly with the Pathways Team and the Transition Team to provide information about services and opportunities available in Surrey. The sessions have had a focus on planning in order for young people to think about their next steps and set some goals for when they finish their Education. This gives young people an opportunity to provide commissioners with information about where they feel the gaps in provision are which is further helping the County to develop and commission opportunities targeted at the needs of all its young people. These sessions have had representation from Local Colleges, Employability, Health and Social Care as well as some voluntary sector providers.

2. Commissioning and developing opportunities

Commissioning and developing provision

Surrey's approach is to commission provision to fill gaps, whilst maintaining an overview of the breadth, balance and quality of provision overall, providing support and challenge to ensure provision is high quality and addresses current and future needs. For example, we have commissioned Skills Centres and R4W provision to provide pathways for young people who would otherwise be NEET and we have developed capital bids with colleges to increase SEND provision.

Skills Centres

Skills Centres run vocational classes from our youth centres and provide NEET young people with the basic skills they need to find work, secure a further education place or fill an apprenticeship. A total of 200 Skills Centre places have been commissioned for young people who would otherwise be NEET. Stage one of the skills Centres roll out took place between October and December 2012 and centres were opened in four of the five county 'NEET hotspots': Elmbridge; Reigate and Banstead; Runnymede and Spelthorne. While referrals during this first stage of the project were low, this was not unexpected. Results from Skills Centres have been positive and more than four in five (82%) Young People have had a positive outcome from Skills Centres. Over a third (53%) of the young people participating during Stage One have already progressed into positive destinations. Alongside this, just under half (29%) of the young people who took part in Stage One have continued to Stage

Two. Many of these learners have multiple barriers to participation which are best addressed through this sort of provision before they can progress to positive destinations.

Ready 4 Work

Ready for Work is the sister programme to Skills Centres and targets the PETE readiness needs of more sustained NEET groups. The outcome focussed, primary aim of the programme is not to change the NEET status of these young people but to bring them to a position where they are ready to participate, possibly via the Skills Centres programme. Both these programmes help to fulfil the statutory requirement to *develop provision that will meet the needs of 16-17 year olds NEET in the area and referring those who are eligible for support to local providers.*

The Quality of Post-16 Provision

The quality of provision and choice of Post-16 curriculum across Surrey as judged by Ofsted (schools, academies, Sixth Form Colleges and Further Education Colleges) is rated overall as Good or better. In Surrey's School/Academy Sixth forms, Sixth Form Colleges and FE Colleges and there is no provision which has been judged to be inadequate. The vast majority are judged to be Good or Outstanding. In Schools or Academies with Sixth Forms, 98.6% of post-16 provision was rated as Good or Outstanding in March 2013.

Vocational provision

Through the Young People's Employability Plan we are also promoting parity of esteem between vocational and academic pathways by increasing the emphasis on recruitment of vocational learners into further and higher education and ensuring that we promote vocational qualifications as equally viable routes to employability. The review of vocational education in the Wolf report provides evidence that vocational qualifications which are demanding and provide a clear route into employment will gain prestige not only among young people and their parents, but also among employers. To better support the development of vocational education in Surrey, we are offering advice and guidance on the qualification frameworks and are continuing to champion academic, applied vocational and occupational pathways according to local and individual need and preference. We are also actively promoting apprenticeships as an alternative option to formal qualifications, enabling young people to gain a vocational qualification at the same time as valuable work experience.

Surrey schools and colleges have been working to ensure that they adjust their curriculum accordingly, with high value qualifications and accredited work experience. In 2011/12, the number of young people aged 14-16 following at least one vocational or alternative qualification increased to 6,147, similar to the level seen in 2009/10. After Year 11, 17.5% of young people in maintained secondary sixth forms were following at least one vocational or alternative qualification.

Alternative Learning Provision

Working collaboratively with pooled funding, shared quality assurance and tracking on attendance and achievement, the 14-19 networks commission an extensive range of off-site vocational or alternative provision which build skills and confidence needed for participation and match closely with local Post-16 pathways. Local decision making and close working with Post-16 providers ensures a good match of provision to need. The summary of 14-19 Network Plans lists an extensive range of vocational opportunities. Currently 2,500 'at risk' students in KS4 are benefiting from collaboratively delivered, off-site vocational or alternative learning placements designed to increase motivation and

engagement and ensure participation post-16. These are largely aimed at students who have been identified as at Risk of becoming NEET or otherwise vulnerable, among whom are high percentages of Looked After Children and those with SEND.

For example, in Runnymede there is a wide range of alternative learning provision for all students and there are currently 155 students accessing 18 alternative courses which have clear progression routes. Basic functional skills that help mitigate barriers to ETE are taught to all students who attend this alternative provision. Students are supported by school staff who provide IAG in line with statutory requirements. This alternative provision has helped students avoid temporary or permanent exclusion and has helped the Borough achieve 11 fewer NEET young people than at the same point last year, with a shorter average duration.

CASE STUDY – Orpheus Bird Song Project

'The Orpheus Bird Song Project is a joint project between the Orpheus Centre in Godstone and 'at risk' students from Kings College to deliver a 'bird-song' engagement project into mainstream schools using SEND students so that all benefit from the work'. Additionally the partnership provides for extremely vulnerable students, including those with EBD through the off-site 'Well Programme' for KS3 and KS4 students. (Guildford Partnership)

Capital investment

We were successful in securing capital investment of £1.5m for East Surrey College and NESOCOT from the EFA in 2011/12. This has led to the creation of new facilities for young people with SEND which will be available from 2013/14 and will allow for more young people to access provision closer to home, in line with our wider strategy. We are also currently in the process of bidding for £23 million of investment in the County's youth estate in order to update our youth centres not only making them more appealing to young people but also updating them to help inspire young people to engage with ETE and to better prepare them for their participation.

Post 16 SEND Provision

Following the development of Surrey's Learners with Learning Difficulties and Disabilities (LLDD) Strategy 2011-15, there has been a positive increase in local provision for SEND young people which has resulted in a 29% reduction in the need for placements outside Surrey (down from 121 to 86 over a 3 year period). Surrey's Closer to Home approach has directly helped SEND young people engage with ETE without the need for out of county for specialist provision. The evidence from young people suggests choosing to attend a local college leads to a smoother transition from school into further learning and, at the end of the placement, from learning back into the local community. This is being further developed as the integrated local offer as part of the Children and Families SE7 Pathfinder.

As well as making better use of limited resources, the main benefit of this enhanced local offer has been better coordination during the young person's transition from education and training into supported living and employment. Local placements offer a more seamless transition for young people and are therefore a preferable approach to a potentially difficult transition.

CASE STUDY – Blended provision/transition

A blended programme for a learner was established between East Surrey College (ESC) and Young Epilepsy (YE) to enable the learner to be enrolled at ESC, but to have staff from YE who knew the learner to come to the college and support her, whilst she settled into college, and train staff to support the learner with her epilepsy in case she had a fit. The learner has successfully progressed to a Level 1 course in Hair and Beauty.

Co-location of the Transition Team has led to a much more joined up approach and the Pathways Team are better enabled to ensure that young people are able to continue their education locally after Year 11 where possible.

3. Aligning aspirations with opportunities

Triangulating young people's aspirations, employment opportunities and learning needs with PETE provision is a key aspect of Surrey County Council's Young People's Employability Plan. Surrey produces an Aspirations and Opportunities report, which gathers information about the aspirations of young people in years 12 to 14 who are NEET in Surrey. This data currently includes known aspirations for about half of NEET young people that the YSS is supporting, as many of these young people require close support over time to clarify their aspirations. The YSS is continuing to work to improve the data captured by this report in the future which will in turn help us to understand this cohort better and deliver better support.

Apprenticeships

Surrey County Council's Leader has prioritised apprenticeships for young people, with high profile campaigns and direct funding support for their provision. A target for 200 apprenticeships in 100 days was exceeded in 2012/13 and there is an ambitious target for 500 apprenticeships in 2013-14. In 2012-13, 265 young people started apprenticeships who might otherwise have become NEET. Between 2011/12 and 2012/13 the number of apprentice starts for 16-18 year olds increased from 579 to 690. This was a 19.2% increase compared to statistical neighbours whose starts declined by 10.4% over the same period. In addition, apprentice participation amongst 16-18 year olds increased from 1,305 to 1,444 over the same period.

To boost apprenticeships in the County we are using a threefold approach: as an employer, as a purchaser and as a partner. Firstly, the County Council has committed to employing more apprentices. Secondly, we are working collaboratively with our contractors to ensure that all contracts for the provision of services (rather than goods) are let with a condition that the contractor employs an agreed number of apprentices aged 16-24 years. Thirdly, we work closely and effectively with our partners in the public sector to do the same.

Engagement with employers

Surrey has funded a tried and tested 'work pairing' pilot run by the Surrey Care Trust (SCT). This puts a young person with a SME on a trial basis with no commitment on either part for longer term commitment. This concept stems from work undertaken by a Glaswegian charity called Working Rite, who claim that upwards of 70% of young people who start the scheme move into an apprenticeship or other formal employment with their SME. Our expectation is that, with large number of SMEs, it will work just as well in Surrey, and it is a positive indication that SCT have kept the project going beyond the timeframe originally envisaged.

We are also working with employers, the Federation of Small Businesses and the Chambers of Commerce to do more to equip young people with 'employability skills' by exploring the possibility of creating additional work experience opportunities to compliment the work of R4W and Skills centres and further enhancing this offer and its appeal to young people.

Surrey is also developing a programme with the Federation of Small Businesses where we are seeking business sector champions who will act as a gateway for young people wanting to enter employment in that sector. This sort of mentoring is invaluable for young people in helping to set realistic goals and expectations for work.

The BuildSurrey web portal gives construction industry SMEs in Surrey the chance to register as potential subcontractors for SCC work and backs up our plan to spend at least 60% of our budget with Surrey businesses. A pre-qualification questionnaire built into the process asked whether SMEs would be prepared to offer a Surrey young person an apprenticeship, work experience, work trial or practice interview. This has yielded around 200 expressions of interest from over 100 businesses.

Assessing need and planning for SEND young people

Surrey was part of the successful regional bid with six other Local Authorities in the South East (SE7), to develop and trial a single Education, Health and Care Plan under the SEN reforms.. These councils have worked closely with Primary Care Trusts, Parent Carer Forums and other agencies to ensure that families are central to the way a child's needs are assessed and to the support they receive. A pilot of the integrated Education, Health and Care plan is currently underway with Phase 1 completed at the end of March 2013. Phase 2 will scale up the process under the new legislation and will incorporate Phase 1 learning and principles. Currently, three Post 16 SEND Pathways Advisers (PA) have been trained to become Plan Co-ordinators with the intention of all PAs to be fully trained by September 2013.

In September 2012, we undertook a Rapid Improvement Event (RIE) which was focused on reducing the number of NEET young people with SEND. The RIE gathered as much input as possible from a wide range of stakeholders and service users before and during the event. Some of the main issues identified were:

- Transition for young people from school to college.
- Communication between services/providers and knowing what is available.
- Young people were not being equipped with employability or life skills.
- The need for more detailed information to understand the needs of this NEET cohort.

During the week, the RIE team developed high level solutions in conjunction with stakeholders and young people. Some of the key outcomes were:

- Supported employment with job coaching was recognised as being highly valued. As a result, a NEET pilot is planned for two Boroughs in Surrey.
- SYP, SEN and Transport are now jointly funding an independent travel training support post.
- The Transition Work stream has successfully commissioned and delivered joint Outcomes and Person Centred Planning Training with further planning training to be offered to a range of practitioners across Surrey.
- Three joint Transition/Pathways Team transition events for parents and young people are planned throughout the year. This is key to supporting transition for SEND learners and families.

Performance data indicates these improvements are starting to work. Since January 2013 the proportion of NEET young people with some form of SEND has fallen for three months in a row (from 58.5%, 57% to 55%) for the first time in a year. Numbers of SEND young people who are NEET have stayed broadly static while the total number of NEET young people has risen.

Employment opportunities for SEND young people

A post-16 employment pathway for SEND young people is currently being established and a pilot is being developed, working with a local Independent Specialist College (Young Epilepsy) to transform the third year of their programme into an employment focused year, where students will spend their time in employments and moving into supported living, if appropriate.

The Pathfinder programme is also giving us the opportunity to really look at an outcomes approach to planning for young people including employment opportunities.

A key project which is currently being piloted at NESCOL to support the transition of young people with SEND into adulthood and employment involves a broad range of partners, including NESCOL, secondary schools and EmployAbility. It has a specific focus on achieving better outcomes for SEND young people with a focus on 30 students during the pilot phase. Other key aims are:

- An extension of the NESCOL/Surrey EmployAbility supported employment partnership model to other providers within Surrey
- Better dissemination of good practice and transition planning among special schools, mainstream schools, college and supported employment agencies
- A clear format for the transition plan, made available to all partners
- Parental support obtained for enhanced transition models

The pilot is showing initial success, an example of which can be seen in the alternative offer being developed by a mainstream school as part of the pilot which draws on ideas from the project and focuses on helping young people achieve the work skills which meet their needs. Ofsted and students have reported that they are 'delighted' with the initial results which have seen students at high risk of disengagement regularly attending sessions and with one student improving in their Maths from an F to a D level. These results have already been shared with another school involved in the pilot who are developing a similar offer.

For those SEND young people who are ready, supported employment with job coaching is recognised as extremely valuable. As a result of the RIE, an innovative NEET pilot is now planned to take place in two Boroughs in Surrey. This pilot will see learners with SEND provided with additional support through one to one interviews with a qualified Pathways Adviser, through broader careers activities and through targeted personalised learning where appropriate. Surrey is linking in with local providers to ensure the future sustainability of this programme if the pilot is recognised as being successful.

The County has also successfully negotiated with a national construction company to take on at least ten long term paid work experience places in Surrey over 2013. These places will be exclusively offered to the vulnerable people supported by SCC.

Listening to SEND young people and their families

The Pathways Team have sought feedback from young people and their parents/carers in order to understand which areas they felt were most important to SEND young people as they moved from Year 11 to 12 and where there was need for further support. This feedback identified that SEND young people and their families were keen to receive more information in relation to transitions and the available support at key stages. In addition to this, further information on the options open to young people as well as more one to one support at key stages in the transition was felt to be beneficial. One of the key things that was identified as part of the process was that a significant proportion of parents were concerned about feeling uninformed or excluded during the process. Improved communications at key stages have since been developed.

4. Overcoming barriers to participation

Understanding the barriers

Young people experience a range of different barriers to participation depending on their personal circumstances. Qualitative research undertaken with young people in 2012 identified a number of barriers to participation, including transport. Typically, this was either because transport was not readily available to them or, more often, because it was too expensive for them to access on an ongoing basis.

Overcoming barriers

In line with statutory requirements, we are providing targeted support for young people for whom the cost or availability of transport holds them back from education, training or employment, including securing contributions from travel companies or other business sponsorship.

We are the first local authority to provide colleges and training providers with a grant, in advance of each term, and based on the forecasts for enrolment of students eligible for free meals, for a free meal for all Year 12 learners in further education with an entitlement. This means that all young people in Year 12 now have access to a meal at lunch time and their capacity to concentrate and learn has been enhanced. So far this year, evaluation of the initiative indicates it has benefited 326 young people and case studies indicate that it has made a real difference to our most vulnerable young people.

Emotional Barriers

As well as financial barriers, the research uncovered that young people perceived their opportunities to be limited. These barriers existed because of previous low attainment, lack of qualifications or because of limited work experience. However, a lack of suitable education, training or employment opportunities as well as what was considered to be inadequate information, advice and guidance also contributed to a perception that opportunities were limited. These issues were often closely linked with a number of emotional barriers and young people reported having negative experiences at school such as bullying or victimisation by students and teachers. This had frequently led to a lack of confidence and self-esteem when it came to participating in education, training or employment with training. Work outlined earlier in this document, such as the case work undertaken by the YSS and alternative learning provision such as Skills Centres, specifically targets these perceived barriers to move NEET young people to a place where they feel ready to participate.

Bursary scheme

We have developed a bursary scheme, responsive to the needs of individuals, which is delivered locally through youth task groups. It specifically targets support to young people for whom financial hardship is a barrier to participation. Where the costs of equipment or kit which are necessary for participation on vocational courses are prohibitive, we are supporting individuals to cover these costs and allow them to continue in learning. Skills Centre learners have been supported to purchase formal clothing for interviews. We are also paying all transport costs and providing breakfast and lunch for Skills Centre learners. In some of the most rural parts of the county, this involves providing taxis for learners initially and building in independent travel training to support progression into further study or employment.

Runnymede piloted the Individual Prevention Grants (IPG) (similar to personal budgets) to remove young people's barriers to participation. IPGs help to remove a broad range of barriers and are used as part of a solution which was coproduced with young people. IPGs focus on:

- The young person and their real wealth
- An equal and productive relationship with the professional
- A mutual commitment to positive outcomes

By January 2013, 20 young people who were NEET had received a total of £1,466 in personal budgets as a result of the pilot. An average of £73 has been given to each young person, but individual payments ranged from a high of £229 down to £0.99. As a result of the work of the local borough team and the allocation of a personal budget, 12 of these 20 young people moved into PETE and are still participating, a rate of 60%. For the eight young people who have remained NEET, a range of softer emotional and wellbeing outcomes have been achieved, to move them towards participation. These include building confidence and self-esteem, restoring relationships with family members and addressing anger management issues.

IPGs will be available from 22 April 2013 across the rest of Surrey and will be administered by the Youth Support Service.

CASE STUDY – Runnymede individual prevention grants

Case A: As a result of receiving an individual prevention grant, alongside support from the YSS, 'A' was able to take part in a training programme at MPCT. The money allowed him to buy the army issue trousers and uniform he needed for the course, as well as a new pair of trainers, so he could complete the physical training. He has since achieved 100% attendance and is set to be put forward to enter into final selection process for the Army.

Case B: 'B' had no internet access at home, so was finding it difficult to search and apply for jobs. His lack of self-confidence meant he found it hard to access internet elsewhere. As a result the YSS agreed an individual prevention grant to buy him a wireless dongle for his computer. Having access to the internet at home means he has now been able to access the job centre, upload his CV to 10 job search websites and can receive and respond to emails, whilst feeling relaxed and safe at his own home.

Improving literacy and numeracy skills

Working collaboratively, 14-19 networks provide both universal and targeted strategies to improve literacy and numeracy skills, develop appropriate pathways and mentor young people most at risk of not participating. 14-19 Self Evaluation and Planning show a wide range of strategies aimed ensuring that the most vulnerable have the tools and skills with which to participate Post-16:

“Learners with LLDD are well catered for and integrated into vocational programmes through support from schools. Schools support access to the curriculum through the support of TA's in vocational provision, additional support groups in schools and catch up sessions for those in need of additional support in order to achieve.”(Elmbridge)

“Literacy and numeracy skills are incorporated into all vocational provision and learners undertake functional skills as part of their vocational courses.’ [...] Local Special Schools attend college on a weekly basis and study accredited vocational courses from entry 3 – level 1” (South East Surrey)

Supporting vulnerable young people

The proportion of young people eligible for FSM who achieved Level 3 by 19 increased by 3 percentage points in 2010/11, to 31%. This places Surrey 6th amongst statistical neighbours, a drop of one place compared to last year. The attainment gap between those eligible for FSM and those not eligible remains the same as last year at 33%. For seven of Surrey's statistical neighbours the gap widened this year, meaning that Surrey moved up to 5th in the rankings from 2010 to 2011. However, Surrey is almost ten percentage points behind the England average where there is a gap of only 24% between those eligible for FSM and those not eligible for FSM who achieve a Level 3 qualification by age 19. Surrey is in the lowest quartile nationally for this gap measure.

Other measures to support vulnerable young people include the youth Homelessness Prevention Service (HPS) which has seen record performance in preventing homelessness for 16 and 17 year olds in the County. Over the Christmas 2012 period no young people who were designated as a child in need were placed in bed and breakfast accommodation.

As a result of the way young people are policed and diverted post arrest in Surrey we have witnessed a reduction of 90% in the number of young people who enter the criminal justice system over the last five years. The projection for the year to April 2013 is for there to be 2,138 young people identified as having committed an offence in Surrey. This is a 43% reduction from 2010 when 3,751 young people were dealt with by Surrey Police by way of prosecution, caution or informal resolution.

In 2012, no LAC living in Surrey entered the criminal justice system. This is predominantly due to our restorative approach, commissioned by the corporate parenting board and delivered in partnership with SYP. We have delivered over 1,000 restorative interventions in 2012 which has given these young people the opportunity to start their adult life without the additional difficulties associated with a criminal record.

Young people whose destination is unknown

The County Council has made good progress in identifying the destinations for those Year 12 and 13 students for whom we currently hold no data. We have managed to reduce the proportion of ‘unknown’ young people in these year groups to 3.4%, with much higher rates of success in some areas. For example, in Woking where an additional Tracking Officer has been recruited, the proportion of unknowns has fallen to only 1.7% of the total Year 12 and 13 population. We have also had further success for older students and managed to almost halve our Year 14 unknowns from 4,859 to 2,690 during February 2013. Improvements in identifying unknowns can primarily be attributed to our work in fostering better data sharing relationships and procedures between the Council and post-16 ETE providers.

Young offenders and those in custody

Young people with court orders represent a far smaller group than three years ago. An even smaller sub group are those in custody with only seven Surrey young people in this group on 1st January 2013. These young people will have education as a central part of their assessment. For all who do not have full time provision and clear lines of progression, the area education lead will hold responsibility for them and will advocate and support them into provision. Regarding those in custody the lead will ensure they attend reviews and support progression on release.

The main reason for the decline in young people on court orders has been the increasing use of the Youth Restorative intervention. Each of these young people will have an education check completed and have a YSO allocated if NEET. This has involved training police to ask the NEET question.

GRT

The development of a Gypsy skills Project has been focussed on members of the Gypsy, Romany and traveller communities, many of whom have rejected formal education. The incidence of mental health, anti social behaviour and unemployment is high in this group demonstrating the need for support. With the opt-out of home education existing within RPA guidelines, there is a fear this group will become a hidden, non participating group, a concern that Gypsy Skills can help to address.

CASE STUDY – Gypsy Skills at Lintons Lane Youth Centre

There are about 15 young people involved in the Gypsy Skills programme at Lintons Lane Youth Centre in Epsom. The aim is for the programme to act as a stepping stone for these young people, helping them to engage with ETE, get into college and learn a trade. The theory is that once they have got experience and have demonstrated what they can do, they have a better to get into college than without this experience.

“This project's different from school because I'm with my cousins and I love working and I'm learning at the same time. At school there's too many and it's distracting. In here you have a much smaller class and you get much more attention and much more help with your work, my favourite part of gypsy skills is the construction bus.” GRT Young person

The construction bus provides a lot of resources for young people to learn new skills around bricklaying, woodwork, plumbing. On the construction bus we make copper tables, boomerangs and other stuff. Construction bus helps them to get self confidence, self worth and achievement in the things they make.

“I like the construction bus because it helps you when you're in college.” GRT Young person

Tier 4 mental health issues-The HOPE service

Surrey is unique in having a Tier 4 provision for young people with mental health issues, the HOPE service. The YSS has a strong link with a designated worker who will work with the HOPE service when a young person is 3 months from being discharged. They will visit the young person jointly with the case worker and then prepare a plan that can be passed onto boroughs for them to be picked up in their community. This focuses on young people in Year 11-13 and went live in January with four young people already re- engaged

Teenage Parents

Teenage parents make up between 10 and 15% of the NEET cohort. The statutory guidance requires the County Council to have *appropriate support mechanisms in their area to enable these young people to re-engage in education or training as soon as is reasonably possible*. A number of trials have been run to ensure that progression expectations remain high, if young people want them.

In particular a Spelthorne pilot has successfully engaged eight teenage parents in a Readiness for Work project which has led to one moving onto an apprenticeship in the local hospital and one currently short listed for an apprenticeship in the local children's centre. The pilot is part of a health good practice seminar in collaboration with Public Health, Early years and YSS.

5. Tackling worklessness in families

The Council is currently in the final stages of developing a strategy which aims to tackle the issue of worklessness across Surrey. This strategy will start to be rolled out across Surrey in April 2013. This strategy consists of three central strands:

Firstly, Surrey has undertaken a multi-agency project examining how the recent welfare reforms will impact upon families in the county with a view to coordinating the local public sector response to benefit changes. Included are workstreams on preventing homelessness; improving family financial resilience; improving access to good quality advice, and; access to employment and employment support. In partnership with key stakeholders across the county, Surrey has developed a database of all back to work opportunities. Once this database is rolled out, it will provide a valuable resource which can be used to target workless families with the most suitable opportunities across the county.

Secondly, the County Council is in the final stages of developing a Memorandum of Understanding with Skills Training UK, the regional provider of European Social Fund (ESF) Troubled Families Work Support Programme. This agreement will deploy the resources of that programme alongside those of the Surrey Family Support Programme, to enable provision of Back to Work support for around 600 to 800 families across the county over the next two years. The Surrey Family Support Programme is multi-agency delivery vehicle through which the national Troubled Families Programme will be implemented locally. As part of the local discretionary additional criteria being applied in Surrey we are using a definition of families of concern which incorporate families with multiple needs that includes RONI and NEET young people.

Thirdly, Surrey has agreed with the Department for Communities and Local Government (DCLG) that two Employment Advisers from the Department for Work and Pensions (DWP) will be seconded to the council for a period of two years. These Officers will act as dedicated liaison between the County Council and its partners in relation to the Family Support Programme and DWP funded opportunities that aim to help workless individuals and their families re-engage with work.

Further, Surrey County Council has commissioned ESRO to conduct qualitative research on the likely impacts of welfare reform on residents' day-to-day lives. The report which was produced as part of this research has been important in shaping our understanding as a Local Authority and we have shared it with partners across Surrey as we work with them to prepare for the implementation of welfare reform. While the report uncovered that some people will be incentivised to work, others will find it increasingly difficult to meet household expenses due to a reduction in welfare payments. This in turn will lead to an anxiety around reassessment of eligibility to work and some claimants will be anxious about the increased conditionality of some benefits.

A benefits task and finish group has been established to ensure families are aware of the implications of the changes from DLA to PIP during this year. This is to include an opportunity for individual advice sessions to ensure families are claiming what they are entitled to.

The role and influence of the family has always been recognised as an important factor to consider when supporting a young person to realise their aspirations. Therefore the YSS see their work with

the families of young people as much a part of the solution as the work they do with young people themselves.

Once the young person has given their agreement, the YSS works with the wider family to develop actions which are jointly agreed with the young person. This approach helps to cement the relationship the young person has with the YSS in a much broader social context, and makes it more likely the young person will succeed. Much of the work undertaken with families has a focus on mediation and restorative approaches within the family.

6. Next steps

We have identified the key challenges ahead and have plans to address these. In particular we recognise the challenge of achieving and maintaining full participation for our young people. We have set out our plans in the Young People's Employability Plan 2012-17, which is supported by an annual programme plan. In particular, in 2013-14, we are developing the Leader's Ready for Work Programme to draw together our planning for engaging young people, who would otherwise be NEET, on Ready 4 Work Programmes, with progression to Skills Centres, apprenticeships, further education or employment with training.

We also recognise the challenge of securing full participation and effective transition to adulthood for young people with SEND. We are already working as a Pathfinder on the Green Paper, Support and Aspiration for young people with SEND, for the Draft Children and Families Bill. We have had some national recognition for the work we are doing and Surrey was put forward as a "Champion Authority" as part of the SE7 Group.. We are taking holistic, person centred approaches to the planning, assessment of need and commissioning of provision for young people with SEND, including the use of plan co-ordinators. There are challenges presented by the pace of change and the more integrated approaches required with Health. However we are already receiving positive feedback from families on how the approach feels much more in partnership. As part of our work as a "Champion Authority", we are proposing to introduce comprehensive education, health and care plans, from September 2013, for those young people who would otherwise have had a section 139a assessment.

Securing participation for all young people, which motivates them and provides clear pathways that fulfil their aspirations will be a further challenge. The Ready 4 Work programme and progression to employment with training, apprenticeships, further education or training, offers significant potential for a win-win approach with more challenging groups, which achieves better outcomes for them and better outcomes for Surrey.

This page is intentionally left blank

Background and response to the Peer Review

The Children's, Schools and Families Directorate underwent a Peer Review of its preparations for the Raising of the Participation Age (RPA) on the 25th and 26th of April 2013. This review was commissioned on the basis that

The review is part of a wider programme of work that comes through the Association of Directors of Children's Services (ADCS) which aims to develop, commission and lead on the delivery of services to children, young people and their families, including education, health, youth, early years and social care services. Beyond discussions with SCC Officers and Members, the review team met with senior stakeholders at secondary and special schools, colleges, training providers, Skills Centre staff and young people.

While the review has focused on RPA as a whole, the Directorate Leadership Team asked for this review to have particular emphasis on young people with Special Educational Needs and Disabilities (SEND) as 56% of our NEET young people have some form of SEND. The review team was headed up by Patrick Leeson, Corporate Director of Education, Learning and Skills at Kent and also comprised Hilary Omissi, Director for Raising Participation across Berkshire, Phillip Walker, County Manager Post 14 in Hampshire and Steve Lambert, Learning Development and Commissioning Manager 14+ for Bracknell Forest.

Our response to the findings

The review team have provided a valuable summary which can be found overleaf. This outlined the directorate's key strengths and the areas which they felt need further development. The directorate has been looking into these areas more closely in order to focus provision with developments being taken forward through the 14-19 Partnership.

The 14 to 19 Partnership Board discussed the Peer Review at its last meeting on the 2nd of July 2013. The Board has scheduled a workshop for the 4th of October 2013 where it will develop a more detailed action plan based on the challenges identified in the review.

Surrey County Council

Peer Challenge 25, 26 April 2013

Strategy for Skills and Employability and Raising the Participation Age

Feedback

Strengths:

- There is a clear strategy with strong ambition and drive, which expresses clearly the priorities and actions to succeed in achieving 100% of young people in Surrey staying in education or employment with training until the age of 19
- The work is supported by strong political commitment and leadership for the agenda
- The county is supporting the work with significant additional investment
- There is positive feedback from young people about the support they receive and the range of strategies and services in place to help them succeed
- There is good universal provision, positive outcomes for most young people and good levels of participation which are above average
- Partnership working with schools, colleges and agencies is a strength and is based on well established relationships and ways of working
- There is a wide range of support activities and commissioned services for vulnerable young people and those who are NEET
- There has been good service design and integration, for example, with the youth support services
- There are innovative programmes in place and in development, based on clear and accurate needs assessment
- The good communication about the strategy has ensured strong buy-in and commitment from providers and partners
- There is clear impact in some areas of the work eg. on reducing youth offending, the number of young people with SEND in independent specialist placements and the NEET figures
- The local authority is making good use of data at strategic level to plan provision and target resources
- There is a lot of energy behind the strategy and a range of new programmes, which gives the work momentum
- The high profile and ambition given to the apprenticeship programme is reflected in better engagement by employers and a rapidly improving trend in the number of young people taking up apprenticeships
- There is a strong emphasis on support into employment with training for vulnerable learners, especially for young people with learning difficulties and disabilities, through the work of colleges and the skills centres
- There is a positive and more integrated approach to supporting LDA learners and their participation 14-19, with a commitment to develop this integrated approach further for 14-25 year olds

- The Year 11- Year12 Transition Project has a high rate of success – 85% - but could start sooner and finish later to ensure sustained impact on participation to age 18

Areas for Consideration

1. The delivery of the strategy would benefit from more effective local co-ordination and ownership:
 - through streamlining the architecture of local forums and clusters that take responsibility for RPA
 - by having a more unified approach to the local co-ordination role
 - and by ensuring more consistent prioritisation of RPA in the full range of local activities that are designed to support vulnerable adolescents
2. Commissioning could be developed further as a process to drive improvement by more locality based commissioning which is more flexible and responsive to need. This may involve devolving more accountability for existing resources to local level.
3. There could be closer integration of the County's educational achievement and improvement activity with the range of activity outlined in this strategy to promote engagement and participation. This should be aimed at providing more challenge to the range and quality of provision and new pathways that are being developed to deliver the Employability Plan.
4. We believe there is scope for more consistent targeted support for young vulnerable people using case worker support. The case worker and case management approach appears to be too variable at present.
5. Provision for SEND/LDD learners aged 16-18 is growing, especially in FE colleges, but we believe this needs further development. The commitment from colleges is variable and progression pathways 19+ also need development.
6. The sustainability of the approach (which has high levels of investment) would benefit from more emphasis on evaluating which activities have highest impact – supported by better local network data to help assess the benefits and compare costs.

The team would like to thank the DCS Nick Wilson and his team for the good preparation and quality of paperwork and data provided to the peer challenge team, for the openness of staff and partners in all the discussions that took place, and for the helpful organisation of the visit.

Patrick Leeson
Hilary Omissi
Phillip Walker
Steve Lambert

This page is intentionally left blank



Children & Education Select Committee
31 July 2013

FORWARD WORK PROGRAMME

- 1 The Committee is asked to review its forward work programme, which is attached. The recommendations tracker will be implemented from the Committee's next meeting on 19 September 2013.
- 2 The recommendations tracker allows Committee Members to monitor responses, actions and outcomes against their recommendations or requests for further actions. The tracker is updated after each Committee. Once an action has been completed and reported to the Committee, it will be removed from the tracker. The next progress check will highlight to Members where actions have not been dealt with.

Recommendation:

That the Committee reviews its forward work programme.

Next Steps:

The Committee will review its forward work programme recommendations tracker at each of its meetings.

Report contact: Andrew Spragg, Committee Assistant, Democratic Services.

Contact details: 020 8541 9122 andrew.spragg@surreycc.gov.uk

Sources/background papers: None.

This page is intentionally left blank

Children & Education Select Committee – Forward Work Programme 2013/14

31 July 2013: Employability

- How prepared is Surrey for the raising of the participation age in Summer 2013?
- How is Surrey helping combat barriers to education or work?
- How is Surrey aligning the aspirations of young people, with employment and learning opportunities?
- What provision and support does Surrey offer young people from vulnerable groups – such as Care Leavers, Young Offenders and those with Special Educational Needs?

Why scrutinise this area?

- The Education and Skills Act 2008 places a duty on Local Authorities to raise the participation age to 17 in summer 2013 and then 18 in 2015.
- Reducing the number of NEET (Not in Education, Employment or Training) young people is a corporate priority for the Council.

19 September 2013: Early help and prevention

- How is Surrey improving early help and prevention initiatives?
 - To include the work of the Youth Support Service.
- What impact is the Supporting Families scheme having in Surrey?

Why scrutinise this area?

- The Troubled Families Programme (known in Surrey as Supporting Families) is a key Government initiative.
- Improving early help and prevention services is a key priority of the Council's Children's and Young People Plan.

28 November 2013: Safeguarding and Child Protection

- How is Surrey and partners working to safeguard children?
 - To include the Surrey Safeguarding Board Annual Report
- What role do Surrey schools play in safeguarding children?
- How is social worker recruitment impacting on effective child protection?

Why scrutinise this area?

- In accordance with the Children Act (1989 and 2004), local authorities retain the lead role for safeguarding children in their area.
- The recruitment and retention of competent social workers is recognised that as critical to ensuring the quality of services delivered to vulnerable children. However, there remain significant challenges around the recruitment and retention of social workers and the increase in demand for services is causing pressure within the system.

27 January 2014: Reducing the Attainment Gap in Surrey (TBC)

- How are early years informing the aspirations of young people?
- How can the attainment gap in Surrey (5+ A*-C including English and Mathematics) be improved?
- How is the School Improvement Programme helping to narrow the gap?
- How different schools using pupil premium and the impact that is having on outcomes for disadvantaged pupils?

Why scrutinise this area?

- During 2012/13 the Education Select Committee identified that the attainment gap in Surrey was larger than many comparative authorities.
- Investing in support to schools to further improve the attainment of pupils, especially those from vulnerable groups is a priority of the Council's Children and Young People Plan.

27 March 2014: Looked After Children in Surrey

- How is Surrey positively impacting upon outcomes for Looked After Children?
 - To include the role and work of the Corporate Parenting Board
- How is Surrey working to improve placement stability?

Why scrutinise this area?

- Surrey County Council has a legal duty to act as a 'corporate parent' for every child and young person who is looked after.
- Improving outcomes for vulnerable young people is a priority for the County Council.

14 May 2014: Joined up support for children with disabilities and complex needs

- How is Surrey joining up support for children with disabilities?
- How prepared is Surrey to meet new legislation in this area – for example the requirement to provide and Education, Health and Care Plan (EHC)?
- How is Surrey's role as the SEN pathfinder for the SE7 informing the transition to a single assessment arrangement?

Why scrutinise this area?

- The Children and Families Bill places a duty on services involved in supporting children and young people with SEN to cooperate with each other and in particular requires local authorities and Clinical Commissioning Groups (CCGs) to make arrangements for joint commissioning.

Informal meetings or workshops – dates to be confirmed

Public Value Programme – The Public Value Programme is an overarching review of how services within the Children, Schools and Families Directorate are delivered. It may be useful to receive an update on the delivery of the programme as a whole in a workshop session.

School Place Planning – For the Committee to receive a training session in school place planning and agree how they would like to receive updates in this area going forward.

Meeting with the Secretary of State for Education – Michael Gove has agreed to meet with the Committee on an informal basis within the next year.

Budget workshops: 2 budget workshops (one in Oct/Nov, one in Jan/Feb) will be organised so that the Committee is able to share its views with regards to budget setting for 2014/15.

This page is intentionally left blank