

# Services for Young People in Tandridge Performance Summary 2014/15

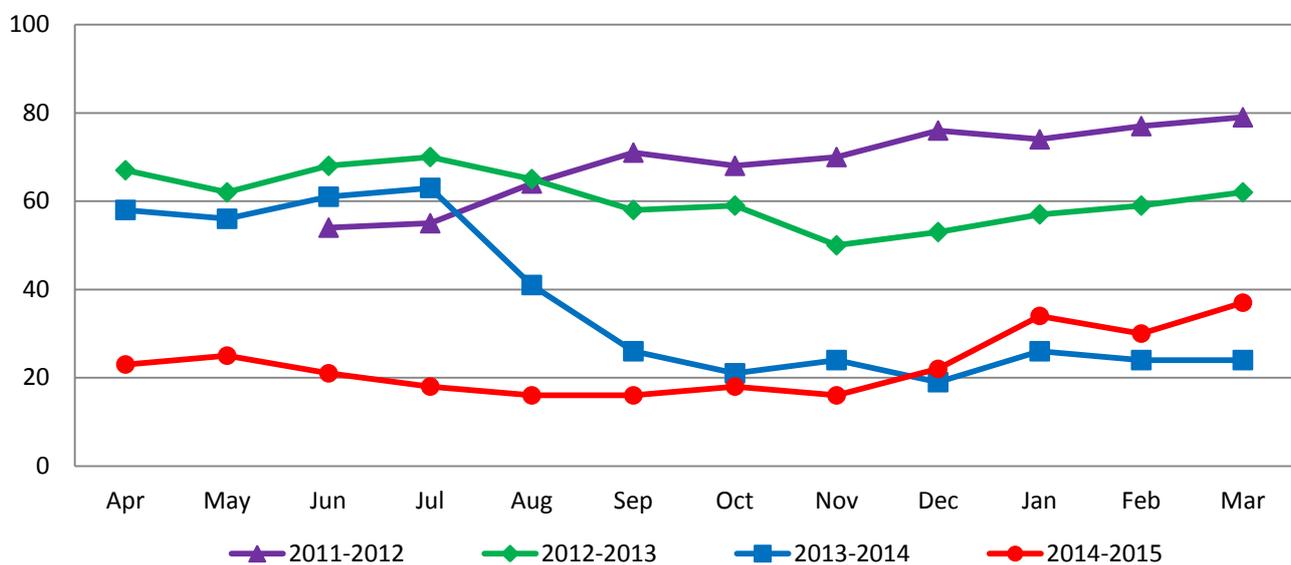
## Countywide overview

In 2014-15 Surrey had the second lowest proportion of young people who were not in education, employment or training (NEET) of all local authorities in the country and the lowest of any large authority, with only 1.7% of young people NEET compared to 1.8% in 2013/14.

## Local performance story in Tandridge

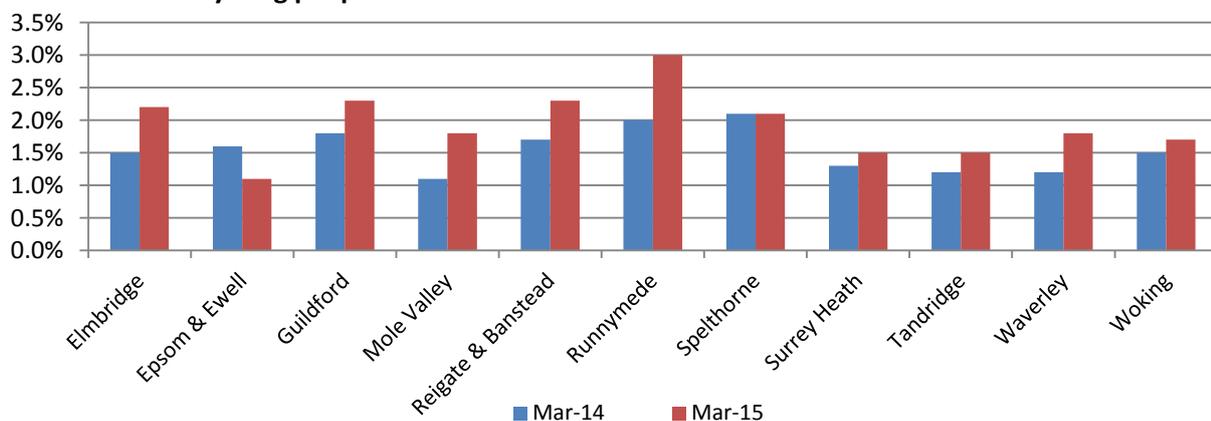
The reason for this report is to tell the local story of how Services for Young people, working with our partners, has been making a difference to young people in Tandridge.

**Number of young people in AY 12 - 14 who are NEET in Tandridge**



- In March 2015 32 young people were NEET compared to 24 in March 2014 and 63 in March 2013.
- 98.5% of young people were participating in education, training, employment or re-engagement at the end of March 2015, compared to 98.8% in March 2014 and 96.8% in March 2013.

**% of young people in Years 12-14 who were NEET in Mar 2014 and Mar 2015**



## Youth Support Service

- 1.5% of young people in years 12-14 were NEET in March 2015 compared to 1.2% in March 2014 and 3.2% in March 2013
- None of young people who are looked after by Surrey County Council and placed in Tandridge were NEET in March 2015
- Young people who were NEET had been out of education or work for an average of 116 days compared to 183 in the previous year
- 48 young people moved from NEET to PETE during the year compared 88 in the previous year
- 23.5% of young people who were NEET had been NEET before compared to 20.8% in the previous year
- 5.4% of young people were unknown in March 2015 compared to 3.5% in March 2014
- 12 first-time entrants to the youth justice system in 2014/15 compared to 12 in 2013/14 and 22 in 2012/13
- Only 8 young people sentenced to custody in Surrey during 2014/15
- 34 disposals given to young people as a result of offending in 2014/15, compared to 38 in 2013/14
- 42 Youth Restorative Interventions (YRIs) employed with young people involved in low-level offending this year, compared to 66 last year
- 8 young people at risk of homelessness supported in 2014/15
- 6 Children in Need case managed by the YSS in 2014/15

### *Performance narrative*

In 2014/15 there has been a particular focus on developing the ready for work offer during the year. The programme has supported young people to attain the skills needed to move into employment, education and training by offering level 1 and 2 English and Maths, accredited learning programmes, regular jobs bulletins, and applications for apprentices and work ready skills.

The Farm buddies programme has been able to provide a safe and supportive working environment for young people who have emotional or learning needs that are barriers to employment.

We have seen an increase in the number of young people presenting with long-term mental health needs. This has led to working with them for a longer period and taking the time to build up enough trust and confidence for them to even leave the house or try something new.

The Court Orders and pre court disposals have included more input about the affect of offending behaviour on victims and the wider community. The young people have been supported to gain and learn from these orders, leading to a reduction in re offending in most cases.

There has been continued partnership work with the police and community safety in identifying young people and families of concern. The YSS has made several referrals to the Family Support Programme and has developed positive working relationships when both agencies are involved. We work closely with Surrey Children's services on the cases that are stepped down or where there are concerns.

Our Focus for the next year is to be able to move young people on at a faster rate and, if they do move into college, make sure that this is sustainable. Conversations with East Surrey College to offer a traineeship will help towards this.

We would like to develop a local network of work providers to give a real work experience that is supportive for those not able to take up full time placements.

There will be more opportunities to be part of a joined-up early help offer and be able to provide direct or indirect work at a point where it should be easier to redirect young people into more positive outcomes.

The involvement of young people's families and providing strategies to cope with challenging behaviour will strengthen the work. This will become core work and lead to families being more resilient.

### Case Study

S was referred by her Mum's mental health worker and Surrey Young Carers in Sept 2014, as they were concerned of the impact of Mum's chronic physical and mental health on S. There was no clear plan in relation to S's education provision following withdrawal from school in Feb 2013 to be home educated. Mum was asking for support to access a more appropriate package of education for S. There were also concerns regarding S being isolated and vulnerable. It was believed she would benefit from opportunities to socialise with other young people and increase her independence away from home. S had experienced an episode of mental health and it was recognised that there was a need for her to have a network to reduce risks and improve her wellbeing. S was invited to join a Young Women's Group (LPF) but S refused to attend, due to lack of confidence. It was agreed that S would meet on a weekly one-2-one basis to build on her self-esteem and identify opportunities for constructive activities outside of the family setting.

A Team Around the Family (TAF) was formed to assist the family and S with her educational needs. An action plan was established by EWO to attain appropriate support and reintegration for S into education and various options were discussed. It was agreed that S would try a virtual learning platform whereby she could access appropriate education online and have a tutor who would meet and support her learning on a regular basis. Shannon was also advised of training and possible courses at East Surrey College

S has continued to meet regularly and has not cancelled any sessions. By building a good relationship she continues to engage with a lot of the tasks including work surrounding emotional literacy and values. Through these sessions Shannon has expressed that she prefers to write things down rather than have to say them out loud so we are continuing to work on this basis, and expanding this into conversation where possible using various tools such as 'Wreck My Journal', YouTube and song writing as a gateway for S to express herself.

S did have some episodes in early December 2014 where she started to self-harm again, however was very proactive in taking herself to her GP. This has resulted in her being referred back to CAMHS. S has continued to meet regularly and has not cancelled any sessions to engage work focusing on emotional literacy and values. Through these sessions S has expressed that she prefers to write things down rather than have to say them out loud so we are continuing to work on this basis, and expanding this into conversation where possible. We have also been looking at using various tools such as 'Wreck My Journal', YouTube and song writing as a gateway for S to express herself.

S did have some episodes in early December 2014 where she started to self-harm again, however was very proactive in taking herself to her GP. This has resulted in her being referred back to CAMHS to engage in some counselling Regarding her social life, she currently likes to hang out with her cousin Becky a lot and continues to go to the cinema on a regular basis with her friend Emily. S continued to engage with ready for Work and has been accepted for a course in animal welfare from September. S recognises that she is more confident, able to try new things and is happier. She is able to build relationships and her mother is also less worried for her.

## Commission RAG ratings explained

To summarise performance of the Centre Based Youth Work (CBYW) and Local Prevention Framework (LPF) commissions we have used a Red Amber Green (RAG) rating system to make it easier to get a sense of how a particular provider is performing. The rationale behind the RAG rating is as follows:

- Red** agreed performance not achieved and no plan in place to achieve agreed performance or mitigating factors
- Amber** agreed performance not achieved but either a robust plan in place to achieve the agreed performance, or mitigating factors as to why the performance is unlikely to be achieved
- Green** agreed performance achieved or within the tolerance zone (85% or more)

### Centre Based Youth Work (£20,040 and 3.4 full-time equivalents)

Centred Based Youth Work offers open-access youth work to young people in many of the areas with the greatest need in Surrey. Management of seconded Surrey County Council staff sits with a range of local providers, who complement SCC funded delivery with matched provision in terms of funding, resources and staff and volunteer time.

#### *Harry's Youth Centre (The Youth Consortium – YMCA East Surrey)*

Harry's Youth Centre had provided a goof offer to young people in Oxted during 2014/15. The Centre has achieved Level 1 of the Surrey National Youth Agency (NYA) Quality Mark, which ensures that there are strong foundations underpinning the youth work delivered from the centre. In particular the centre has been effective at engaging local young people who are at risk of becoming NEET.

Performance indicator	2014/15 performance					
	Agreed performance 2014/15	Actual 2014/15 performance	Achievement against agreed performance	Comparative 2013/14 performance	Direction of travel	RAG
1.1 Hours of youth work delivered from the Centre	775	319	41.2%	404	↓	A
1.2a Young people engaged in one or more hours of youth work	250	138	55.2%	184	↓	A
1.2b Average hours of engagement per young person	50	21.4	42.8%	32.1	↓	A
1.3 Young people attending the youth club demonstrate positive 'distance travelled' by end of intervention.*	150	24	16.0%	38	↓	A
1.5 Each Centre achieves the National Youth Agency quality kite mark within the first Contract Year, and retains this mark in each subsequent contract year	Level 2	Level 1	On track	No level	↑	A
2.2 Young people who have been identified as at risk of becoming NEET who have attended the centre	25	29	116.0%	22	↑	G

\*Distance travelled: clear and tangible development for a young person

## *The Street Youth Centre (The Youth Consortium – YMCA East Surrey)*

The Street Youth Centre has delivered more hours of activity and engaged more young people during 2014/15 than it did in 2013/14. The centre has also achieved level 1 of the NYA Quality Mark.

Performance indicator	2014/15 performance					
	Agreed performance 2014/15	Actual 2014/15 performance	Achievement against agreed performance	Comparative 2013/14 performance	Direction of travel	RAG
1.1 Hours of youth work delivered from the Centre	775	444	57.3%	371	↑	A
1.2a Young people engaged in one or more hours of youth work	250	210	84.0%	178	↑	G
1.2b Average hours of engagement per young person	50	24.8	49.6%	27.7	↓	A
1.3 Young people attending the youth club demonstrate positive 'distance travelled' by end of intervention.*	150	19	12.7%	0	↑	A
1.5 Each Centre achieves the National Youth Agency quality kite mark within the first Contract Year, and retains this mark in each subsequent contract year	Level 2	Level 1	Development needed	No level	↑	A
2.2 Young people who have been identified as at risk of becoming NEET who have attended the centre	40	1	2.5%	2	↔	R

\*Distance travelled: clear and tangible development for a young person

## **Local Prevention Framework (£78,000 during 2014/15)**

Priorities for the Local Prevention Framework are set locally by Youth Task Groups, which involve Members, young people, partners and stakeholders. Activities commissioned often include youth work, mentoring or counselling, although a wide range of solutions have been developed across the county.

### *September 2014 – August 2015 (YSS Tandridge Team - £78,000)*

Performance indicator	2014/15 performance			
	Agreed performance for period September 2014 to 2015	Actual performance September 2014 to August 2015	Achievement against agreed performance	RAG
Number of young people engaged in one or more hours of preventative activity	250	188	75.2%	A
Average hours of engagement* per young person		14.4		G

\*Engagement: a meaningful conversation or activity with a young person.

## **Case study – Local prevention in Tandridge**

### *Summary of situation*

Jacob was in Year 11 on role at XXXXX School but on a limited timetable. This was due to him having missed so much school in previous years that he could not take part in lessons with his peers.

Jacob was a member of a friendship group that have been involved in low level criminal behaviour such as shed break-ins and cannabis use.

### *Work undertaken with or on behalf of a young person*

1-to-1 work with Jo Croos in school providing general support to remain in education and focus on the future. Jo was able to re-engage Jacob with the Downlands Project, a work experience placement in land management.

Jacob and his peers took part in a six week group work programme with LPF and Youth Empowerment Services, this focused on substance misuse, attitudes to and consequences of crime and who is affected.

Jacob was identified for the LPF What Next programme for year11 school leavers at risk of becoming NEET. He engaged with all the sessions including group work, adventurous activities, careers interview and a residential experience. Jacob was supported in applying for a place at Merrist Wood College to do Tree Surgery however this fell through when he was unable to secure a work placement for the course.

Jacob applied for a place at East Surrey Collage (ESC) to do car mechanics. He attended a What Next reunion session and spoke favourably of his experience at ESC and also said he would like to be a volunteer should the What Next project be repeated.

### *Difference made*

Jacob was not motivated and had few aspirations at the outset of the work. He lives with his mum and she was putting very low expectations on him in terms of work / college. The work placement at the Downlands Project was key in giving Jacob a vision of what the future could hold for him. The application to Merrist Wood was met with some apathy from Jacob and his mother who failed to get him to three appointments despite being a car owner. It was the urgency created by Jo Croo's contact with mum that prompted the final push to be accepted at Merrist Wood (which broke down – no work placement) and to apply and be accepted at ESC.

The positive group experience and broadening of horizons through new people and new experiences contributed significantly to Jacob's increased resilience and motivation. For him to wish to volunteer to help on the programme next year is a mark of his increased confidence not only to recognise and accept opportunities but to create them too.

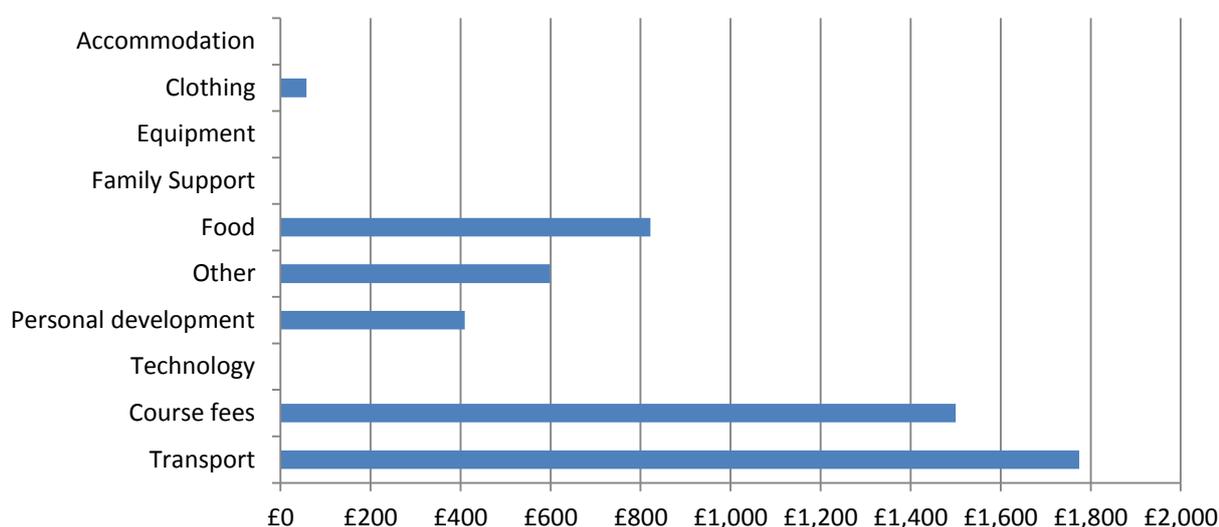
### *Current situation*

At ESC doing motor mechanics, Jacob has not come to Police attention in 2014. We maintain some contact through the I-Bus sessions which Jacob has attended 4 times Sept through Nov.

## Individual Prevention Grants (£5,000)

Individual Prevention Grants (IPGs) were available in 2014/15 to remove barriers to participation for young people who are NEET or at risk of becoming NEET. Each local YSS Team had an allocated budget, set in consultation with Local Committees, to be used flexibly to respond the changing needs of young people.

### IPG expenditure by type of need - Tandridge



- £5,162 of £5,000 (103%) of IPG funding was used to remove barriers to participation
- A total of 42 grants were given to young people with an average value of £123
- The main barriers addressed were 'Transport' 34% and 'Course fees' 29% "Food" 16%.

## Youth Small Grants (£18,000)

Youth Small Grants were available to small voluntary, community or faith sector organisations across Surrey during 2014/15 to enable: more quality youth work to be delivered locally; more young people to participate in education, training and employment; and more young people to be kept safe from crime and anti-social behaviour. The grants were administered by Surrey Youth Focus.

The £18,000 allocated to Tandridge Local Committee for Youth Small Grants was allocated across 12 projects to support work with young people across Tandridge as follows:

Name of the organisation carrying out the project	Project title	Grants
1st Caterham (St Mary's) Scout Group	Improving Scouting Excellence	£600
Bloomin'Arts	Saturday Dance Academy	£2,760
CAMHS Youth Advisors (CYA)	CYA Awards 2014	£150
Caterham Pumas Football Club	Grassroot Football Training	£2,000
FamilyLine	I Need Help – additional volunteer training	£100
Glow Theatre Group	Hairspray	£1,000
Lingfield & Dormansland Scout Group	Equipment for scout group	£1,000
Outwood Youth Club	Outwood Youth Club	£1,000

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Ridge Radio	Media for Youth	£700
SKATERHAM	FIRST AID	£936
Tandridge Village Youth Group	Outbound and Active 2014	£3,400
Urban Saints Caterham	Purchase of equipment	£924
	Grants	<b>£14,570</b>
	Allocation	£18,000
	Underspend	<b>£3,430</b>

### Case Study - Bloomin'Arts Ltd Saturday Dance Academy

Bloomin'Arts Ltd Saturday Dance Academy run a Saturday dance academy for up to 12 young adults with learning disabilities.



The Youth Small Grant has allowed the group to offer younger participants a chance to form their own Bloomin'Arts group.

The feedback has been great.: 'It makes me happy'. 'It helps me keep fit', 'It gives me confidence'. 'It makes me have to think harder'. Friends have been made and ambitions laid.

The group obviously want to carry on. They took a little time to gel but now they are in the process of completing their Discovery Arts Awards. In May the group will be taking a trip up to Pineapple Studios to attend a dance session. ( for some people this will be their first venture up to London) and there are plans to develop a dance piece to perform at Arts Festivals.

The academy has covered many styles of dance from Ballet , Street , Hip hop to African and Disco. All participants have improved in their basic dance skills but even more importantly in their inter personal skills :communication, friendships , mobility and co -ordination being the most fundamental for young people with disabilities.

For Bloomin'Arts it has been a great way to introduce young people to our organisation , meet parents and form relationships for the future

## Leader's Ready for Work Programme (£750,000 countywide)

During 2014/15 SYP received additional funding from David Hodge (Leader of SCC), to generate more individually tailored education, training and employment opportunities for young people that develop their employability. Achieving this has involved developing and embedding a range of new approaches, with three main examples below.

### *Re-engagement*

Surrey's re-engagement programme (Ready 4 Work) is delivered in-house by the YSS and offers a bespoke local range of activities to young people who would otherwise be NEET, equipping them with the skills, attitudes and behaviours they need to 're-engage' in education, training or employment. Whilst the local offer in each area is different, the activity is underpinned by a shared employability curriculum.

- During 2014/15 this programme has engaged 930 young people across the county
- At the end of March 2015, 29 young were in re-engagement provision in Tandridge

### *Apprenticeships*

The programme has focussed on increasing the number of Apprenticeships available to young people. As well as a number of employer engagement events and increasing apprentice recruitment by SCC and our partners, the programme has offered grants to support new employers to take on apprentices.

- 492 grants have been given to employers across the county who are now offering apprenticeship opportunities to Surrey young people
- 13 new employers in Tandridge have taken on apprentices as a result

### *Employment Development Officers (EDOs)*

EDOs are now embedded in the YSS to develop meaningful employment and work experience opportunities for young people who would otherwise be NEET. During 2014/15 EDOs secured 81 work experience placements for young people between April 2014 and March 2015. They have also contributed to wider progression pathways for young people supported by the YSS, into things like paid employment and apprenticeships.

## **Year 11/12 Transition (*East Surrey College - £10,539*)**

The Year 11/12 Transition commission focuses on providing intensive support to young people in year 11 who have been identified as being at risk of becoming NEET through Surrey's partnership owned Risk of NEET Indicator (RONI). This approach identifies young people who exhibit NEET risk factors. Examples include being a looked-after child, having previously offended, participating in alternative learning programmes, having school attendance of less than 60% and being permanently excluded from school.

Young people are allocated a key worker from the January of year 11 and provided with mentoring to help them to identify a progression route following their compulsory schooling and then supported for the first term of year 12. 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. This support takes a variety of forms and adopts a holistic approach to addressing the multiple barriers to participation for the young people, including homelessness, substance misuse, mental health issues and family breakdown.

- Supported 34 Tandridge young people in Year 11 who were identified, in partnership with local schools, as at risk of becoming NEET
- 67% success rate - 23 young people were in positive destinations at the end of January 2015

## **SEND (Post-16) Team**

The SEND (Post 16) Team's role is to support young people with special education needs and/or disabilities (SEND) who are in education to prepare them for a successful transition to adulthood. The SEND (Post 16) Caseworkers work in schools and colleges and offer young people and their parents/carers information, advice and guidance on post 16 options in Surrey. They work with professionals from Schools and Learning, Health, Social Care, Education Providers and the Youth Support Service to ensure inclusion and participation for young people with SEND.

This year the Team have been focusing on transferring SEN Statements to the new Education, Health and Care Plans (EHCPs) for over 650 students Year 11 and Year 14 students and students in Years 13, 15 and 16 who are changing educational placement in September 2015. EHCPs are holistic, young person centred assessments, focussed on identifying the young person's current special educational needs and their current and future support requirements at colleges and sixth forms post 16. Caseworkers are trained to

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support young people and ensure their voice is heard at their Transfer Review Meetings and recorded in their EHCP. The young person's story, their vocational aims, aspirations, skills and achievements are all included. Outcomes are discussed with the young person and their parent/carer to ensure that the provision needed can be put in place to support them to achieve those outcomes and prepare successfully for transition to education, training or employment.

### **Surrey Outdoor Learning and Development (SOLD) (£7,300 countywide)**

SOLD offer outdoor learning opportunities to young people across Surrey and neighbouring areas. Many of their services are traded with other external organisations and they generated income of almost £1.41M in 2014/15. As well as these wider services, SOLD has been commissioned to offer local opportunities to young people who are NEET or at risk of becoming NEET in each of Surrey's districts and boroughs, relying on the YSS to engage young people.

- 2.4% increase in total visitors to SOLD countywide from 32,420 in 2013/14 to 33,185 in 2014/15
- 16% increase in income generated by SOLD during 2014/15
- 49% of organisations made 2 or more bookings up 7% on 2013/14
- 3% increase in the number of activity sessions
- 72 young people engaged in local SOLD sessions, referred from the YSS, meaning expenditure of £15,370 against a budget of £7,312

#### *Performance comments*

SOLD has had another year of growth, realising new developments in both products and customer base have enabled the aspirations for the year to be achieved and yet again against a back drop of challenging public finances and increasing customer demands. The work towards a self sufficient future continued, although it was agreed to defer a formal proposal to the following year once the SOLD Development Board had been established to focus and bring the work to its natural conclusion with the agreement of all the interested parties.

Some of the performance highlights from the year are summarised below:

- SOLD secured a significant National Citizenship Service programme (NCS) contract from "The Challenge", this saw young people aged 16-19 from across the south east take part in an intensive residential programme at High Ashurst and for the first time at Henley Fort.
- The Rotary Youth Leadership Award (RYLA) has continued to grow since SOLD first delivered a bespoke programme four years ago. The programme is commissioned by the Surrey/Sussex Rotary and this numbers rose to 64 young people aged 16 – 18 years, in addition this year included a cohort of international young people.
- School sports funding continues to be a good source of business from the primary sector, seeing a second year of increased work supporting Surrey schools with an increasing number of these schools buying into other SOLD products throughout the year.
- Demand for TAZ holiday programmes continued to increase, particularly those run at Thames Young Mariners (TYM). This year additional programmes were put on due to extra late demand and made a significant contribution to the income target of £123K a 23% increase on the previous year.
- SOLD employed 5 apprentices during the year both on the outdoor delivery and support services, this programme cost Sold circa £50K, all the apprentices secured employment upon completion.

## **Youth Engagement Contract (*U-Explore / The Eleven*)**

The Youth Engagement Contract is a countywide service, largely delivered online and is designed to ensure young people are able to access the information, advice and guidance (IAG) that they need to make good decisions at key points in their lives. The offer comprises two main elements. The first is U-Explore, an online careers and education IAG service, whilst the second is 'wearesurge.co.uk', a co-produced online platform to engage young people and provide young people information in a way that is right for them.

- 69,052 young people age 13-19 in Surrey accessed information on Surge to help inform key decisions in their lives

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