

Report of the Director of Children’s Services

Report to Scrutiny Board (Children and Families)

Date: 26th April 2012

Subject: Increasing the number of young people in Employment, Education or Training – schools duties with regard to the delivery of information, advice and guidance.

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| Are specific electoral Wards affected? If relevant, name(s) of Ward(s): | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| Are there implications for equality and diversity and cohesion and integration? | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| Is the decision eligible for Call-In? | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number: | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |

Summary of main issues

1. To provide the Scrutiny Board (Children and Families) with information requested on the work taking place to develop the role of schools in preventing young people becoming NEET through the provision of impartial information, advice and guidance (IAG).
2. Provide the Scrutiny Board with a detailed analysis of the NEET cohort, as requested.

Recommendations

3. That the Scrutiny Board (Children and Families):
 - (i) Consider the content of the report
 - (ii) Make recommendations where appropriate.

1 Purpose of this report

- 1.1** To provide the Children and Families Scrutiny Board with the additional information requested at the meeting of the Board on 15th March 2012 on the development of school's provision of IAG.

2 Background information

- 2.1** The Scrutiny Board Inquiry is looking at the range of support available to young people in Leeds who are NEET in order to help them access appropriate employment, education or training. This information is provided following Session two of the inquiry on the 15th of March 2012.
- 2.2** Reducing the number of young people Not in Education, Employment or Training (NEET) is a priority for Leeds, identified in the Children and Young People's Plan. NEET is identified as one of the key "obsessions" for Children's Services to improve outcomes for children and young people. NEET is the most powerful indicator of our overall success in educating and supporting young people. If young people fail to make a successful transition to further learning, employment and adult life, it is likely to have major consequences for their future economic wellbeing. To successfully address NEET and achieve our ambition to become a child friendly NEET free city we must tackle a range of complex inter-related issues affecting the most vulnerable.
- 2.3** We are using the framework provided by the Leeds Education Challenge (LEC) as the means to ensure a coherent approach to addressing the issue of young people who are NEET. The LEC proposes a Leeds Guarantee; that all young people aged 16-19 will have access to a place in learning or employment and receive the appropriate support to enable them to overcome any barriers to access. As part of the LEC, Children's Services are working closely with colleagues in City Development and Environments and Neighbourhoods, employers and key strategic partners on two key strands of activity around the review of post 16 provision and the development of the Leeds Youth Offer. These major pieces of work together with our work with young people around the development of the Child Friendly City and the Troubled Families programme of work will help ensure we achieve our ambition for all young people aged 16-19 to be productively engaged in education, employment or training by 2015.

3 Main issues

3.1 National policy and legislative change

- 3.1.1** Schools' (including academies, PRUs and SILCs) new statutory duties will take effect from September 2012. This includes duties to secure careers guidance and provide information to pupils on all post 16 options. Schools are expected to purchase guidance services from careers providers (see Approved Provider List), and deliver careers education, although this will no longer be statutory

- 3.1.2** Schools will not receive an additional funding stream to deliver their new duty. Funding to carry out the new careers guidance duty is incorporated in the Dedicated Schools Grant but not identified as a separate element
- 3.1.3** A new Destination Measure will measure how well schools help pupils progress to post 16 and post 19 destinations from 2012 (for 2011 leavers). The DfE states the aim as being to provide information to parents and pupils to help choose post 16 courses, making schools accountable for ensuring pupils take qualifications that will allow them to progress, and provide evidence of support to prepare for and complete the transition.
- 3.1.4** Funding for the local authority to deliver universal Connexions services has now ended. The universal Connexions service delivered by Prospects will end on 31st March 2012. Leeds City Council continues to provide targeted services to support progression and participation for vulnerable young people, Post 16 NEET services and services to support the progression and transition of young people with special educational needs and disabilities.
- 3.1.5** Careers clauses in the Education Act 2011. The Act sets out schools duties:
- removal of the statutory requirement to provide careers education
 - a new duty on schools to secure independent and impartial careers guidance for Y9-11. This includes providing information on all 16-18 education or training options, including Apprenticeships.
 - removal of the duty on schools to allow access to pupils by external careers services on the premises
- 3.1.6** Local authorities retain
- responsibility for transition planning from Y9 for young people with special educational needs and disabilities and completion of Section 139a Learning Difficulty Assessments 'section 68'
 - duties from the Education and Skills Act 2008 to 'make available to young people and relevant young adults such services as they consider appropriate to encourage, enable or assist them to remain in education and training'. Local authorities lose their responsibility to commission careers services for all young people but retain the duty to support vulnerable young people
 - Responsibility to track and record participation in learning by 16-19 year olds and report to DfE.

3.2 Policy developments

- 3.2.1** The Government has published statutory guidance for schools on their new duty. See Appendix 1.
- 3.2.2** Schools that are inspected under the new Ofsted framework, which took effect in January 2012, will be aware that in evaluating the overall effectiveness of the school, Inspectors must also consider wide-ranging evidence of pupils' spiritual, moral, social and cultural development to include how well pupils are 'gaining a well informed understanding of the options and challenges facing them as they move through the school and on to the next stage of their education and training.'

3.2.3 The Ofsted Thematic Survey of careers guidance starts in January 2012 and will run to March/April 2013 with view to publishing a report in July 2013. The focus will be on careers guidance in schools to support option choices pre-16 and progression post-16. This will provide education and careers guidance professionals with important feedback on the effectiveness of their current arrangements and may inform the direction of future policy.

3.3 School actions

During the transition, schools have been advised to:

- Review the level of need for careers education and guidance by young people to identify the provision that is required
- Develop a costed delivery model for the future provision of careers education and guidance taking into account sources of funding and possible collaboration with the local network and other partners. (Funding to carry out the new careers guidance duty is incorporated in the Dedicated Schools Grant but not identified as a separate element).
- Decide when they will start to purchase additional careers guidance support if they have not already done so (see approved provider list).
- Enter into a dialogue with the local authority about how they will collaborate on tracking young people, NEET prevention and targeted support for vulnerable young people
- Collaborate with local partners to ensure appropriate provision is in place to support Raising Participation Age and communicate the RPA message to pupils and parents
- Consider how to secure independent and impartial careers guidance up to Y13 in preparation for RPA.
- Ensure support is in place for young people who will benefit from Pupil Premium
- Renew the school careers education and guidance policy and consider making arrangements to gain or renew a quality award for careers education and guidance

3.4 Information and support for schools from Leeds City Council

3.4.4 Leeds City Council launched **the Approved List of Careers Guidance Providers** to help schools procure careers guidance services at a meeting on 7th March 2012. The session explained how to use the list and how to contract with providers. Schools (including academies and SILCs) each received around £1,000 to spend on careers guidance and related activities from this approved list. A **Careers Guidance Quality Group** including school representatives led the development of the list and assessed providers to agree which meet standards and are, therefore, on the list.

3.4.5 **Leeds Pathways** developments have taken place to support schools in meeting their new duties.

- The development of the Teacher and Professional area, launched in September 2011, to help schools find the services they might need to plan and deliver innovative careers education, information and guidance services that meet individual pupil needs. These include:

- resources to help review and plan programmes and links to school improvement
- approved careers guidance provider list
- teaching resources
- links to careers software including U-explore, Prefinio, Kudos, Fast Tomato, and others
- The development of Information for Parents and Carers, launched in November 2011.
- The development of Local Jobs and Careers and Labour Market Information will go live during April 2012.

3.4.6 U-explore is available to schools and colleges and many have attended training. This software package provides rich media content on 14 employment sector areas including video clips, virtual tours and real employer profiles. During the current academic year there have been over 5,000 visits by Leeds students to the site. **U-explore** will continue to be available to schools and colleges until October 2012.

3.4.7 Professional development for school colleagues

- Signposting for Progression: Leeds City Council is developing resources for non-IAG specialists who may be expected to answer questions about progression, transition and career planning. This will include face to face training for groups of staff and use of online resources.
- A series of seminars in Autumn and Spring terms of 2011/12 have been delivered by Prospects and Leeds City Council to help schools to prepare for the new duties. Sessions included:
 - Impact of legislative and policy changes
 - Does your Careers Education curriculum deliver what young people need to know?
 - Using Careers Information: online, telephone and printed resources
 - How parents / carers can help with career choice
 - A future session is planned for April on Schools' role in tracking and interventions to prevent NEET
- A **briefing / update for heads of sixth form** was held in December 2011, including information about student finance and progression opportunities post 18
- Resources from the seminars and 'Spotlight on...' handouts are available on Leeds Pathways

3.4.8 Tracking and participation information is provided on a termly basis to schools. This information can be used by schools to help plan early interventions with young people who are at risk of not participating and will provide current relevant information about your former students' participation that will be of interest to potential pupils, parents / carers and Ofsted.

3.4.9 'Your Future' – Leeds Careers Fair 2011, for young people was held at Royal Armouries Museum on Tuesday 22nd November and Wednesday 23rd November. A letter was sent to parents / carers of Year 11 pupils giving information about this event and the Leeds Pathways online application process.

3.4.10 Leeds City Council, in partnership with West Yorkshire Learning Providers (WYLP), hosted a very successful **Apprenticeship Evening**. The event on the 14th March 2012 at Leeds Town Hall targeted all Yr11, 12 and 13 students and young people in the NEET group. The evening brought together training providers from all sectors including 6 employers (Yorkshire Water, Unilever, Surgical Innovations, BAE Systems, Leeds City Council and Incommunities). Young people, parents, carers and teachers were provided with the opportunity to ask experts questions about Apprenticeships.

3.4.11 Careers Education

- Although careers education will no longer be statutory, there is an expectation from ministers that schools continue to deliver high quality careers education to young people.
- A new framework which draws together careers education and work related learning is being developed by the Association for Careers Education (ACEG). A draft has been made available to schools. It includes a useful tool to audit delivery across school.
- A national kitemark for careers education and guidance quality standards will be launched in Spring

3.5 Leeds Targeted service delivery for 2012-13 and from April 2013

Leeds City Council will continue to provide targeted progression services to the most vulnerable young people. Existing targeted services will continue until March 2013 and a new service will be designed from April 2013, which will bring together the existing arrangements for delivery of targeted and specialist progression services for vulnerable young people. Consultation about what these services will include and how they will meet young people's needs is now underway

3.6 Leeds Pathways

3.6.1 Leeds Pathways is well used by young people and schools, 60% of year 11s had applied online by the end of January 2012. The website had over 3 million hits last year.

3.6.2 Leeds City Council will continue to support and develop Leeds Pathways as part of our services to young people and our support offer to schools. A development plan is in place that will see a number of changes and improvements to information on the site over the coming months with the launch of 'Local Jobs and Careers'. This will ensure the ability of Leeds to provide interactive information, advice and guidance services to young people as part of an overall web presence, which will allow young people to access services through their preferred delivery channels.

3.7 Young People's Voice

The Youth Council have identified 'Careers' as one of their 10 priorities for making Leeds a Child Friendly City. These are the pledges they made which they feel will make a difference

1. Campaign to start careers education earlier e.g. year 7.

2. Campaign to improve PSHE and careers guidance in schools.
3. Campaign schools to get better at linking knowledge and skills developed in lessons to how they can be used in work / living independently.
4. Ask schools to organise talks/ visits from A-level students/ university students for younger pupils.
5. Help schools to understand day to day experiences and pressures of being a young person and difficulties they experience in planning a life path and their future.

We will continue to listen to young people and help them to deliver their pledges as part of the Leeds Youth Offer. Schools have been offered support to help young people in the school make a difference to the careers education and guidance they receive.

3.8 NEET Data

- 3.8.1** In order to identify the numbers of young people in the “sustained” NEET group an examination has taken place of the length of time that individual young people are NEET for, in the 3 years after they complete compulsory education. Analysis has been carried out to look at the results for different groups of young people. This shows the amount of time that young people in different groups spend NEET, including the percentage who are never NEET. See Appendix 2.
- 3.8.2** There is no significant difference between the genders in terms of the percentage of young people who are NEET, there is a slightly higher rate amongst young men than young women.
- 3.8.3** The ethnic group with a significantly higher NEET rate are young people from Gypsy, Roma or Irish traveller communities. Young people with a mixed ethnic heritage also have a higher level of NEET.
- 3.8.4** All groups of young people with special educational needs identified during statutory schooling have higher NEET rates than the full cohort of young people. The highest rates are for young people who schools identify as requiring School Action Plus level of intervention, this means young people who the schools identify as requiring additional support from external sources but who do not meet the requirements for a statement of special educational needs.
- 3.8.5** Young people in the identified priority groups have higher NEET rates than the general population but there are different patterns of engagement within this. Teenage parents, young people supervised by the Youth Offending Service and young people experiencing housing difficulties have the highest risk of becoming NEET. The exception to the length of time NEET pattern are young people who are refugees or asylum seekers, whilst a large percentage of this group are NEET it is for a shorter period of time, which may reflect the length of time taken to access appropriate education or training rather than a longer term disengagement from education, employment or training.

3.9 Local Planning

Planning is taking place in each cluster to develop local arrangements for reducing the number of young people NEET. Each cluster is carrying out an

Outcomes Based Accountability planning session in order to identify actions and processes that will reduce the number of young people who are NEET within their area, allowing for actions to be developed which fit with the needs of the local community. From these sessions local action plans are being drawn up which are owned and delivered by the cluster partners. Clusters receive data on NEET to allow them to monitor progress. An example of the action plan for Seacroft Manston cluster is attached as Appendix 3. Local arrangements are being investigated for the sharing of information about young people who are NEET to take place at a cluster level, this will allow services to work together to understand and respond to local needs.

3.10 Governance of the NEET agenda

The 11-19 (25) Learning and Support Partnership is the key sub group of the Children's Trust Board that brings together all the key organisations involved in the commissioning and delivery of services aimed at increasing participation and achievement. The partnership aims to reduce the number of young people who are NEET/Not Known and raise participation in learning through the monitoring of performance, identification of key priorities, the commissioning and coordination of specific activities/actions and the sharing of good practice. The group is chaired by the Deputy Executive Member for Learning and includes senior representatives of Leeds City Council, schools, FE Colleges and other key providers and agencies. The Partnership are reviewing their terms of reference on 20 April 2012 to ensure a clear focus on reducing NEET and preparation for the Raising of the Participation Age. The existing terms of reference for the Partnership are attached as Appendix 4, together with the last two sets of minutes as Appendix 5 and 6. Also attached as Appendix 7 is a copy of the 11-19 (25) Learning and Support Plan as requested at the last Scrutiny Board meeting.

4 Corporate Considerations

4.1 Consultation and Engagement

4.1.1 This section is not relevant to this report

4.2 Equality and Diversity / Cohesion and Integration

4.2.1 During the conduct of the Scrutiny Inquiry there may be positive equality, diversity, cohesion and integration outcomes for groups and individuals who are or could be NEET this would be reflected in the Scrutiny Inquiry Report once published.

4.3 Council policies and City Priorities

4.3.1 Young People's Plan obsession – increasing the number of young people in Employment, Education and Training.

4.4 Resources and value for money

4.4.1 This section is not relevant to this report

4.5 Legal Implications, Access to Information and Call In

4.5.1 This report does not contain any confidential or exempt information

4.6 Risk Management

4.6.1 This section is not relevant to this report

5 Conclusions

5.1 Significant progress has been made over the past year around increasing the number of 16-19 year olds entering employment, education or training and there are a number of exciting new developments, both underway and planned, that should make a significant contribution to our ambition of becoming a NEET free city. The Leeds Education Challenge will provide the framework to ensure that we maintain coherence and pace around all our activity to address NEET, including across the vast array of preventative work led by Children's Services, other Council directorates and partner organisations.

6 Recommendations

6.1 That the Scrutiny Board (Children and Families):

- (i) Consider the content of the report
- (ii) Make recommendations where appropriate

7 Background documents¹

7.1 Appendix 1 – Statutory guidance for schools

7.2 Appendix 2 – NEET data & analysis

¹ The background documents listed in this section are available for inspection on request for a period of four years following the date of the relevant meeting. Accordingly this list does not include documents containing exempt or confidential information, or any published works. Requests to inspect any background documents should be submitted to the report author.