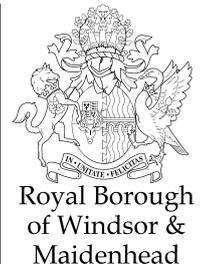


Subject:	NEET, Employment and Apprenticeships
Reason for briefing note:	To Update the Overview and Scrutiny Panel on progress of students aged 16+
Responsible officer(s):	Clive Haines, School Leadership Service Manager Isabel Prinsloo, Team Manager – Post 16 team
Senior leader sponsor:	Kevin McDaniel, Director of Children’s Services
Date:	Thursday 19 th September 2019

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SUMMARY

The law requires all young people in England to continue in education or training until at least their 18th birthday under sections 18 and 68(4) of the Education and Skills Act 2008.

The department of education monitors the performance of local authorities in delivering their duties, and specifically in their tracking and supporting of all 16 and 17 year olds, using data collected by authorities and submitted to the National Client Caseload Information System (NCCIS). NCCIS includes data showing the numbers of young people participating in education or training, those who are not participating and those whose current activity is not known.

The council has a role, as corporate parents for those care leavers aged 18-25 and this cohort is specifically monitored.

This briefing note sets out the current performance and offer to enable the panel to discuss the impact of work in this area of children’s services.

1 BACKGROUND

- 1.1 Tracking young people’s participation in employment, education and training is a key element and local authorities are required to collect information about young people so that those who are not participating (so called NEET), can be identified and given support to re-engage. Robust tracking also provides the local authority with information that will help to ensure that suitable education and training provision is available and that resources can be targeted effectively.
- 1.2 Local authorities must promote the effective participation in education and training of 16 and 17 year olds in their area with a view to ensuring that those persons fulfil the duty to participate in education or training. A key element of this is identifying the young people in their area who are covered by the duty to participate and encouraging them to find a suitable education or training place. Schools have a duty to provide impartial careers advice to young people and have a duty to cooperate with the local authority to provide information about the pupils they are, and have, educated.
- 1.3 Local authorities must make arrangements – i.e. maintain a tracking system - to identify 16 and 17 year olds who are not participating in education or training. Putting in place robust arrangements to identify young people who are not engaged in education or

training or who have left provision enables local authorities to offer support as soon as possible.

2 KEY IMPLICATIONS

- 2.1 RBWM must comply with the guidance to ensure compliancy. This specification is highly detailed and to be “known” requires details of course titles, durations and examination targets which are not often known until after a course starts. The details can be found at https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/561546/Participation-of-young-people-in-education-employment-or-training.pdf

3 DETAILS

- 3.1 As of the 30 August 2019, 1391 of our year 11 cohort (total 1507 pupils) have guaranteed placements either in education or have apprenticeships. We are tracking 116 pupils with unknown destinations with the secondary careers leads to obtain any further information on their final destination. This will also involve calling, texting and writing to parents/individuals to help support access to provision.
- 3.2 A high proportion of RBWM students continue their education through our strong sixth form provision while others go to Further Education Colleges, with most taking A level subjects.
- 3.3 Our last reported public data recorded our percentage whose status is shown as “unknown” was 6.9% for November 2018. This is a percentage point higher than the England average of 5.9% for the same period. RBWM now uses the same processes as Richmond and Kingston since moving to Achieving for Children and the proportion of “unknown” has already fallen from 19.7% this time last year and should fall further in the coming months.
- 3.4 We have less pupils considered “known to be NEET” in this academic year 2019 (see table1) than in previous years this is mainly due to the introduction of improved tracking, an accurate recording system for tracking students and our relationship with all secondary career leaders who have responsibility for careers advice in schools (See Appendix A).

Table 1: NEET 2018 vs 2019

Year 11 cohort	Offers 2018	Without offers 2018	Offers 2019*	Without offers 2019*
Year 11 cohort	974	516	1391	116
Year 12 cohort	535	941	1072	335

**As of 31st August 2019*

- 3.5 Our NEET young people who are either Children in Care or Care Leavers are a key vulnerable group and we currently have 28 young people as NEET (see table 2). These young people need to be considered more carefully as they tend to be more chaotic who are not as comfortable with structure and boundaries because of their past experiences. Eight of the cohort are currently pregnant or choosing to parent their own children, while four have an illness or disability so we are actively working with 16 young people. Our

mainstream options are harder to reach for this group and supporting mainstream opportunities takes longer.

Table 2: NEET Care Leavers and Children in Care

NEET Care leavers	Number of students
16-17 Year Olds	12
18-20 Year Olds	14
20+ Year Olds	2
Total NEETS in Service	28

Support for Children in Care NEETS

- 3.6 The virtual school provides support via Personal Education Planning (PEP) meetings/ reviews. This includes social workers, school and parents to ensure these young people attain their best in education. Additional support is also offered via the RBWM outreach Learning Mentor.
- 3.7 For our over 18's the formal PEP's cease at the age of 18 and to the end of their academic year. Our virtual school is currently considering the new legislation of our duty of care to our over 18 Care Leavers up to the age of 25. The RBWM learning mentor and Personal Advisors have been come involved with our over 18s
- 3.8 Support for care leavers is individualised and some examples include:
- Paying for additional Tutors when needed, including additional session if they have just missed out on the grade needed - which recently the young person achieved and we have this young person now moving on to study dentistry
 - PA's attending Colleges and Universities with young people to look at which is best in respect of offer and their chosen field of study. We even had the opportunity where Oxford was willing to offer a spot of one of our young people but our young person chose a different University as he felt this would be a better choice in respect of his chosen field (medicine).
 - The service and PA's have helped young people with compiling their personal statements as part of their application.
 - Support is given and young people benefit from the PA's experience in respect of securing the maximum bursaries available to them to ensure they are not struggling financially during their period of study.
 - Assistance and support includes helping the young person finding the right accommodation e.g. Halls, shared accommodation with other students or their own independent accommodation.
 - As part of our entitlement to Care Leavers the Local Authority support those going to higher education study with £2000 paid over a 3 year period.

Impact for Children in Care NEETS

- 3.8 Within the last academic year we had good exam results and one student that achieved Double Health and Social Care and Business studies grade 2 and offered a place studying to become a primary school teacher along with another student who is studying politics and International relations at University and doing well.

4 RISKS

- 4.1 We have a number of students that are considered NEET as there is no information about their final destination. This is a particular issue near LA boundaries and an area served by a wide range of options, including a vibrant private sector. The effort to connect to all the providers is significant for little gain and we focus on self-declaration through home communications.
- 4.2 Despite the legal duty to be in education, employment or training, young people from age 16+ do not have a legal right to access state funded education. Colleges and Sixth Forms are free to set their own entry requirements. This is challenging for young people who may have not done well enough at GCSE level when they were 16 – common for teenagers who come into care later in life. The funding regime open to sixth forms and FE colleges is not typically supportive of young people post 19 year old.

5 NEXT STEPS

- 5.1 To reduce the number of students without offers by targeted communication either via letter, texting or to offer solutions/referrals to give advice about apprenticeships, find a specific college or direct to early help if appropriate.
- 5.2 Build relationships with the following agencies to promote ways into work such as Grow Our Own, National Careers Services to support our students classed as NEET. The Berkshire Elevate Me programme finished in June 2019, but access to all advice remains via the website until October 2019.
- 5.3 To gather admissions data from our schools and Colleges and to track and support through signposting those young people who are then identified as not having a place in education
- 5.4 To work closely with our schools to ensure we have access to phone numbers for tracking, subject of course to the appropriate data sharing protocols and to hold meetings with schools to review data collection and the impact on our young people of improved tracking and support
- 5.5 Review our entitlement and offer to Care Leavers, for example helping them secure English and Maths GCSE passes while they are care leavers.
- 5.6 Formalise post 18 support from the virtual school for children in care NEETs, beyond the statutory duties.
- 5.7 Establish and embed our apprenticeship offer but also to expand a collective responsibility within the borough whereby the corporate arena also offers more opportunities for our young people in care.

Appendix A

Schools accountability for Post 16

As of September 2018, all state secondary schools and colleges in RBWM will be required to appoint a 'careers leader' to comply with the government career strategy.

The government's new careers strategy (announced in December 2017) recommends eight Gatsby benchmarks. The career leaders are to ensure that these guidelines are in place to ensure that pupils' have:

- A stable careers programme
- Opportunities to learn from career and labour market information
- User-friendly information sources such as the National Careers Service
- A record of conversations electronically addressing the needs of each student
- Links to the current school's curriculum learning to careers
- Invite apprentices, apprentice trainers and apprentice employers into school to ensure that all students know this is an alternative at 16, 18, and beyond
- Post-GCSE Year 11 students should experience work placements.
- Universities and colleges visit the schools for advice