

Report for: Children and Young People's Scrutiny Panel - 16th March 2017

Item number:

Title: Scrutiny Review on Youth Transition/Development of Post 16 Provision

Report Authorised by: Jon Abbey, Director of Children's Services

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Wards affected: All

Report for Key/Non Key Decision: Non Key Decision

1. Describe the issue under consideration:

This report gives an update on work undertaken to progress the response to the recommendations from the Children's Scrutiny Panel Review March 2016. It also provides an update on the development of post 16 provision within the borough, which is included under the specific recommendation requesting this.

2. Cabinet Member Introduction: N/A

3. Recommendations: The Children's Scrutiny Panel is asked to note the progress made towards implementing its recommendations set out below.

4. Reasons for decision: N/A

5. Alternative options considered: N/A

6. Background information: N/A

7. Contributions to strategic outcomes: N/A

8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities): N/A

9. Use of Appendices: N/A

10. Local Government (Access to Information) Act 1985: N/A

Recommendations from the Scrutiny Panel March 2016

1. That a target be set for narrowing the gap in the percentage of young people entering the top or Russell Group universities between the borough's two parliamentary constituencies.

Progress towards Response Partially Agreed (*"There is a large gap between resident young people in Tottenham accessing top Universities against those in the rest of the borough or Nationally....a target for Tottenham was considered"* Scrutiny Panel March 2016):

Haringey's approach to school improvement is borough wide. Haringey schools and colleges have enjoyed strong results in A Level and vocational BTEC Level 3 qualifications placing Haringey 10th among London boroughs. Consequently, with improved results we are expecting the number of young people gaining places at university to continue to rise. Haringey is still a net exporter of pupils to out of borough institutions for post 16. This is most marked in the east of the borough where secondary schools are 11-16. Data shows that pupils educated out of borough do as well or less well in nearly all ability groups at A level, but not better than those educated in Haringey. (ALPS Travel to Learn 2015). Those achieving A*/A grades at A level, a requirement as a minimum for Russell Group Universities will be below those educated in borough. Haringey Sixth Form College which should be the first college of choice for many of these pupils are working hard to improve enrolments. Results and value added have improved at H6FC.

The information provided for free on the **UCAS** website does show that while there remains a significant gap in university entrance between the two Haringey parliamentary constituencies (43.5% of 18 year olds in Hornsey and Wood Green against 29% for Tottenham, the rate of improvement over the last decade has been more than twice as high in Tottenham (51%) as Hornsey and Wood Green (24.5%). More in depth analysis including destinations to Russell Group universities and acceptances by other filters such as ethnicity, gender etc can only be supplied by UCAS for a fee which will be a minimum of £1500. We will continue to support and advise where possible H6FC, CONEL, ADA, LAE and Haringey schools in providing high quality HE advice and promoting aspiration. For example, Schools and Learning are working closely with Lady Margaret Hall, University Oxford and held a mini Careers Fair for H.E. in June 2016 attended by several Universities including Oxford. The work of the recently established Black Pupils Achievement Group whose terms of reference include "to increase the progress rates of Black Caribbean Pupils in Haringey in order to narrow attainment gaps against national averages", will support work to increase those in Tottenham attending top rated universities as will the work around STEM.

Who and When

School Improvement team supported by SIA responsible for Post 16 education.

On-going

2. That a further report be submitted to the Children and Young People's Scrutiny Panel on progress with the development of post 16 provision within the borough in autumn 2016, including 6th form provision and the vocational offer.

Progress towards Response Agreed

Sixth form provision has grown in the borough with the addition of the Digital Skills College, ADA in Tottenham Hale. They currently have 57 students and hope to admit 75 more into Year 12 in September. The growth will continue with Harris Academy Tottenham admitting pupils into the sixth form in September 2017 (target 100) and the new London Academy for Excellence, Tottenham also opening at the same time (target 100). LAE have carried out some initial analysis of their applications to data and kindly shared these with the local authority. Interest is strong but admission criteria for entry will be demanding. Sixth forms exist in Fortismere, Highgate Wood, Greig City Academy, APS, Woodside, Haringey Sixth Form College and Hornsey School for Girls. CONEL offer a range of vocational qualifications including Level 3 (A Level equivalent). There is also provision provided by the independent sector.

Vocational qualifications are offered at post 16 in Haringey schools and colleges. These are in the main academic and technical qualifications at BTEC Level 3. CONEL offer a broader range of qualifications at BTEC Level 1 and 2 in addition to Level 3. An increasing number of pupils are taking a combination of BTEC and A level. The former are accepted by the majority of universities and higher education institutions. The recent announcement by the Government that it will be introducing "T Levels" from 2019 or 2020 is an acknowledgement that there is still a large gap between the skills required by employers and the vocational qualifications currently on offer. It is unclear what the impact this will have on schools and colleges when considering expanding their current vocational offer.

Who and When

SIA responsible for Post 16 education.

On-going

3. That the panel expresses its support for the proposals: to commission a detailed survey on the perceptions of young people on the options opened to them and to arrange a Haringey wide careers event, subject to this being suitably publicised and located in an accessible venue, in order to ensure a good level of attendance.

Progress towards Response Agreed

Schools are regularly carrying out pupil voice surveys and those with sixth forms regularly consult with Key Stage 4 pupils around post 16 option choices. Evaluation and feedback forms are made available during "Open Evening" events that run between November and February. An evaluation and feedback form was made available during the Careers Event at Alexandra Palace (see below). An action for the *Post 16 and Pathways Group* is to encourage schools to continue to gather intelligence on pupil

voice and for this to be shared and collated at a borough level. A mitigating factor around the issue of curriculum breadth and choices will be the impact of funding cuts on schools and colleges. A further action for the *Post 16 and Pathways Group* will be to encourage collaboration around post 16 choices with a view to covering any gaps in Haringey's provision.

The *Routes to Work Careers Fair* took place on 16th November 2016 at Alexandra Palace. We received highly positive feedback and it was exceptionally well attended with more than 1000 young people learning about their post-16 options from stallholders ranging from further education colleges to schools to employers such as Siemens, North Middlesex Hospital and Tottenham Hotspur. There was also an informative series of talks in parallel with the exhibition. We will be looking to run a similar event this year, subject to funds, and Priority 1 and Priority 4 teams are currently discussing an appropriate package of support.

Who and When

Economic Development

SIA with responsibility for post 16 education looking ahead to possible 2017 Careers Event

4. That work be undertaken to develop a means of monitoring the attainment of young people that is based on residence in the borough rather than attendance of in-borough post 16 provision.

Progress towards Response Agreed

Monitoring of the 2015 data sourced through *ALPS Travel to Learn* shows that attainment is improving and we are able to see the performance of students educated out of borough. The data tells us clearly that pupils educated in borough achieve better results than those educated out of borough when taken as whole in nearly every prior attainment starting point. That is not to say there will be not be high performing institutions out of borough attended by Haringey residents. Given that we know that attainment went up in 2016 in Haringey schools and colleges and standards improved nationally the 2016 ALPS Travel to Learn data should also reflect improvement. There is clearly a positive message to be given about Haringey post 16 provision. Pathways can be promoted through the schools and colleges marketing activities, in- school career's advice supported by the Haringey *Post 16 options booklet 2017-18* and events such as the Haringey Careers Fair. Expanding provision should also reduce the export of learners out of borough.

Who and When

SIA responsible for Post 16 education.

On-going

5. That further work be undertaken to develop effective monitoring of progress in respect of the take up and success rate of apprenticeships and that performance in respect of these be given a higher priority as a key Corporate Plan performance indicator.

Progress towards Response Partially Agreed

As stated in the original response to the review, apprenticeship availability in Haringey is in large part determined by national policy and also by local economic circumstances – specifically the number and nature of local businesses and whether they feel that the business benefit of hiring an apprentice offsets the additional costs in salary and administration. The Economic Development team are working on a variety of projects to deepen the business base in Haringey, and the arrival of ADA, National College for Digital Skills will also broaden the range and quality of opportunities available by opening up Higher Level Apprenticeships in London's tech industry to Haringey young people.

Take up of apprenticeships is determined in part by the availability of interesting opportunities, in part by people's ability to meet the entry criteria (at least Grade C GCSE in English and Maths) and in part by young people's, teachers' and parents' understanding of the relative advantages of the apprenticeship route versus remaining in full time education.

The Haringey 100 apprenticeship scheme run by the Economic Development Team was successful in securing apprenticeship pledges from employers but filling the roles with Haringey residents has been much more challenging. This is because apprenticeships continue to have an 'image problem' amongst young people and those that advise them, meaning that application rates are low and those young people encouraged to apply are often the least able and do not meet entry criteria. Nevertheless, the project has been successful in helping young people secure apprenticeships with employers such as Haringey Council, Tottenham Hotspur, North Middlesex Hospital, Volker Fitzpatrick and Mercedes Benz.

To get a transformative increase in the take up of apprenticeship opportunities we therefore need to raise the understanding of the apprenticeship route and give it parity of esteem with higher education, especially for young people with mid-range academic ability who might struggle to reach a Russell Group university but would thrive on the mix of practical and theoretical learning that the best apprenticeships offer.

In addition, the imminent introduction of the Apprenticeship Levy will have the potential to open up more of these opportunities for the borough's young people, particularly within larger companies.

The Assistant Director of Economic Development and Growth is attending the upcoming Priority 1 Board for a more detailed discussion of this issue. This will cover both immediate measures to improve current cohorts' understanding of apprenticeships and target setting for the 2018-21 Corporate Plan period.

Who and When

Economic Development

On going

6. That a suitably ambitious target for the increase in the number of apprenticeships for 16-18 year olds by 2018 be set, with consideration given to this being to reach the same number of take-ups that was achieved in 2010-11.

Progress towards Response Agreed

As referred to in the response to recommendation 5, apprenticeship availability in Haringey is in large part determined by national policy and also by local economic circumstances – specifically the number and nature of local businesses and whether they feel that the business benefit of hiring an apprentice offsets the additional costs in salary and administration; this makes setting a global target problematic as performance will be significantly influenced by factors that are beyond the council's control.

However, the Assistant Director of Economic Development and Growth is attending the upcoming Priority 1 Board for a more detailed discussion of this issue. This will cover both immediate measures to improve current cohorts' understanding of apprenticeships and target setting for the 2018-21 Corporate Plan period; it will also include assessing the feasibility of setting a target for apprenticeship take up amongst 16-18 year olds.

Who and When

Economic Development

On going

7. That the Council take a lead role in developing a strategic borough wide plan for young people to develop and pursue their career aspirations that focuses on improving the range of options and addresses the areas where demand for labour is high and training provision is limited locally.

Progress towards Response Agreed

The Head of Socio Economic Regeneration for Tottenham is soon to launch the Regeneration Charter which encourages employers to pledge a variety of support to the area, including apprenticeships and work experience opportunities. It is intended to target both the larger companies coming into the area as part of the regeneration process and existing firms, with the request for support framed with sensitivity to the size and capacity of the business concerned. Over time the work of the Economic Development team to diversify the Haringey economy will also increase opportunities. However it is important to acknowledge that Haringey is part of Europe's largest economy (London) and that our young people are within a short commuting distance of literally millions of jobs.

Careers interventions therefore need to help young people understand and access the options available in the wider London economy as well as focus on local jobs. To support this work the Careers Forum (see above) and a recently convened Haringey Post 16 Group bring school and college leaders together and those with a responsibility to promote work related learning and careers guidance with a view to find areas of collaboration and the sharing of good practice. In February 2017 Economic Development was able to bring 3 large employers to a meeting to talk to school leaders about the expanding opportunities for apprenticeships in the locality. Furthermore CONEL with their wealth of experience with apprenticeships were able to offer practical help and advice with regard to the new apprenticeship levy taking effect from 6th April 2017. Employers are increasingly willing to visit schools and meet with young people and the Council is assisting schools in increasingly making this happen. Another role for the *Post 16 and Pathways Group* is to respond to information about labour demand and skills gaps (as well as opportunities for young people) and to promote collaboration among educational providers to ensure a suitable breadth of education provision across the borough.

Who and When

Economic Development

School Improvement team supported by SIA responsible for Post 16 education.

On-going

8. That measures be taken to provide greater challenge to schools on their performance in respect of the number of NEET's and not knowns originating from them where data shows performance falling below expectations.

Progress towards Response Agreed

The number of NEET's has fluctuated between 1 and 2% at given points of the year. This is in line with national figures. The number of "not knowns" have steadily fallen from 15% in 2013/2014 to 8.9% in 2016/2017 (un-validated). This has been achieved by working closely with schools to ensure an accurate return in their census and in reporting to the local authority. A new government performance indicator now combines NEET's with "not knowns" which places more importance on establishing whether the "not knowns" are in fact in education, work or training. The LA carries out labour intensive work calling young people (and parents/carers) after they have left school in Year11 to establish what they are doing.

Who and When

School Improvement team supported by SIA responsible for Post 16 education.

On-going

9. That the proposal to introduce a kite mark for good quality independent advice and guidance on careers be supported.

Progress towards Response Partially Agreed

Schools and colleges are responsible for the delivery of independent advice and guidance on careers. The LA has set up a Careers Forum attended by Haringey schools and colleges. The forum shares good practice, gives notice of important career events, provides valuable contacts in the world of training and work and information on higher education. For example, two careers' fair have been held at CONEL for Year 9 pupils since 2016 with four secondary schools participating. There is regular contact between Haringey Sixth Form College and CONEL and our schools e.g. Gladesmore School promoted the "Beyond A Levels" event at H6FC in November 2016.

Some schools, such as Northumberland Park, have the Investors in Careers kite mark. The LA in collaboration with *Prospects* has been providing information to schools to assist them in achieving a Careers kite mark. Prospects offers its own careers kite mark and have provided a service to at least one Haringey secondary school, Heartlands. Other secondary schools have expressed an interest to achieve the kite mark, although it is not mandatory and the cost of acquiring it may be an obstacle. However, the LA will continue to work with schools to assist them with getting a kite mark.

The LA has also worked with Prospects to develop a tool called Haringey's Career Ambition that will assist with the provision of high quality and impartial careers education, information, advice and guidance: <http://www.haringey.gov.uk/children-and-families/services-young-people/haringeys-career-ambition>

Schools and colleges have agreed to the *September Guarantee* named as the 'Haringey Entitlement' which is published in a new booklet "*Post 16 Options Guide 2017-18*" on page 5, produced by Haringey Council. This requires local authorities to find education and training places for 16 and 17 year olds. A Haringey careers fair was organised and took place in November 2016 attended by over a thousand people (see above).

Who and When

School Improvement Adviser responsible for post 16 education

On-going

10. That in respect of their role as corporate parents, specific guidance be provided for all members on how independent careers advice should be provided for looked after children.

Progress towards Response Agreed

All schools are asked to submit details of career guidance and work experience offered to pupils in Key Stage 3 and Key Stage 4. This enables the Haringey Virtual School (HVS) to follow-up with offers of work experience to individual pupils where this is not offered. Pupils in Year 9, 10 and 11 are sent information on career choices – booklets etc.

Looked After Children (LAC) in Haringey schools and within reasonable travelling distance were encouraged to attend the careers fair at Alexandra Palace.

Attainment tracking of pupils in year 11 has a focus on post 16 options – and HVS staff follow-up where this is not clear.

Pupils in Year 11 are invited to attend an ‘aspirational’ day out in March which provides an opportunity for HVS staff to ascertain individuals’ plans for post 16, ensuring college applications have been submitted etc.

Pupils in Year 11 are invited to a careers week in July (post GCSEs) each year where a combination of aspirational activities (previous years have included visits to Accenture and the Bank of England), workshops (including financial management) and a mini Careers Fair.

Who and When

Headteacher Virtual Schools

Post 16 Strategic Lead (now left his post)

On-going