



Haringey Council

Report for:	Children and Young People's Scrutiny Panel – 9 July 2015	Item Number:	
Title:	Panel Project on Youth Transition – Interim Findings		
Report Authorised by:	Cllr Kirsten Hearn Chair, Children and Young Peoples Scrutiny Panel		
Lead Officer:	Rob Mack, Principal Scrutiny Support Officer		
Ward(s) affected:	All	Report for Key/Non Key Decisions:	

1. Describe the issue under consideration

- 1.1 The Panel has been undertaking a piece of in-depth work regarding the challenges facing young people growing up and reaching adulthood in Haringey. In particular, they have been looking at the issue of young people who are at risk of becoming a “NEET” (not in education, employment and training) and what kind of interventions may assist in helping them in avoiding this. This report outlines the conclusions that it has been possible for the Panel to make so far and proposes that further work be undertaken in order that the Panel has sufficient evidence to make recommendations.

2. Cabinet Member introduction

N/A

3. Recommendations

- 3.1 That the preliminary findings of the Panel, as outlined in the report, be approved; and
- 3.2 That further work be undertaken by the Panel on this issue including further engagement with young people, schools and other partners as well as comparison with support provided for young people in demographically similar London boroughs.

4. Other options considered



Haringey Council

N/A

5. Report

Introduction

- 5.1 The Children and Young Peoples Scrutiny Panel has been undertaking a piece of in-depth work on the transformation of services for young people within the borough. This has looked at services that provide support for young people in addressing the challenges that they face during the transition to adulthood. The work has focussed especially on young people who are at risk of becoming a “NEET” (not in education, employment and training) and what kind of interventions may assist in helping them in avoiding this.
- 5.2 Young people face a range of challenges when growing up and reaching adulthood. These can include;
- Accessing training, employment and further education;
 - Health and well-being issues such as sexual health and teenage pregnancy;
 - Avoiding trouble with the law; and
 - The negative perceptions that older people can sometimes have of them.
- 5.3 One of the key functions of services for young people is to equip young people with the tools to address these challenges successfully through promoting personal and social development. Particular outcomes that have been identified are:
- Increased employability of young people;
 - Reduced levels of crime; and
 - Improved community cohesion.
- 5.4 In addition, youth work can also help develop friendships, boost confidence and improve resilience.
- 5.5 The Council is currently undertaking consultation on its draft Young People’s Strategy, which sets out the vision and core outcomes to be achieved for young people in the borough. This is being developed in the context of their being significantly less funding for services available.
- 5.6 The Council and its partners provide and facilitate many services to young people within the borough. The strategy is intended to provide the basis for delivery plans to increase successful partnerships and cooperation, leading to improving the lives of young people in the borough. The strategy sets out the principles and priorities for this. It also recognises the contribution that young people make in the community and the importance of their voice in designing and deciding upon the range of services and activities that are provided.
- 5.7 The vision outlined in the strategy is that the Council will work with local communities and partners to enable young people to thrive and flourish: to be safe, sociable and successful. The principles that underpin this vision are as follows:



“1. We recognise that young people need to be engaged and remain in employment, education and training in order to gain the relevant skills for future employment which enables them to thrive and achieve. This is an underlying principle of everything that we do.

2. We will work with young people to design and deliver support and services and encourage their participation in decisions that affect them.

3. We will ensure that the needs of our young people are met at the earliest opportunity.

4. We will build strong partnerships with a wide range of stakeholders to invest in Haringey’s young people.”

5.8 Four strategic priorities have been developed to help the public, voluntary, community and commercial sectors work together to deliver this vision:

Strategic Priority 1 - Ensure that young people in Haringey are valued for the positive contribution they make to communities and the economy;

Strategic Priority 2 - Ensure clear pathways into an attractive and relevant range of employment, learning and enterprise opportunities;

Strategic Priority 3 – Improve health and wellbeing for all young people; and

Strategic Priority 4 – Co-ordinate engagement to reach vulnerable young people and intervene to ensure their safety and wellbeing

5.9 The Strategy will influence how both the Council and wider partners shape their services to achieve the Council’s vision that ‘Haringey will create communities that enable young people to thrive and flourish: to be safe, sociable and successful’.

5.10 The Young People’s Strategy is an integral part of the Council’s Early Help approach and reflects the recognition that it is better to identify and deal with problems early, rather than respond later when difficulties have become acute and may require more specialised interventions, which may be less effective and more expensive.

5.11 The following key issues for the borough are addressed within the draft strategy:

- Haringey has a relatively low number of jobs per resident compared to other parts of London so local young people need to be equipped to access work across the capital;
- The Council’s review of Post-16 education highlighted a lack of good quality careers education;
- In terms of employment, education and training, the number of ‘unknowns’ is high. It was 21.7% in January and was projected to be 7% by March. This is nevertheless a marked reduction from June 2012 when the figure was 37.6%, which was the sixth highest in the country;
- There are high rates of sexually transmitted infections amongst young people;
- 73% of offenders who have been released from custody are considered likely to re-offend;
- Young males in particular find it difficult to access appropriate services;
- Vulnerable young women are at risk of sexual exploitation and violence;
- Children and young people in Haringey are potentially at greater risk of developing mental health problems than those living in both London and England as a whole;



Haringey Council

- Service delivery is not always based in the most appropriate place to reach the most vulnerable young people;
- The Ofsted review that took place in 2014 judged that Haringey needs to improve its ability to access 'hard to reach' young people;
- It has been forecasted that London will see rises in employment levels in 2014, 2015 and 2016. Jobs in London are projected to grow by more than 850,000 by 2036; and
- Employment growth is projected to be particularly high in some service sectors, including the professions, scientific and technical, information and communication, administration and support and accommodation and food services.

5.12 It is intended that the strategy will be refined further through discussion and engagement with young people to agree outcomes, targets and key activities in line with each of the four priorities. The aim is to produce a live strategy that is informed by the people who will be affected by it and who can help to put it into action and monitor progress.

5.13 The strategy incorporates the statutory duties that local authorities have to encourage, enable and assist young people to participate in education or training.

In particular:

- To secure sufficient suitable education and training provision for all young people aged 16 to 19 and for those up to age 25 with an Education, Health and Care plan (EHC);
- Make available to all young people aged 13-19 (up to 25 with EHC), support that will encourage, enable or assist them to participate in education or training;
- To promote the effective participation in education and training of 16 and 17 year olds with a view to ensuring that those persons fulfil the duty to participate in education or training;
- 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; and
- LA responsibilities outlined in the Crime and Disorder Act 1998 to prevent offending by young people. This requires every local authority to have in place a Youth Offending Team including social workers, probation, education, health and Police.

Strategic Priority 2

5.14 Young people with aspirations are more likely to be in education, employment and training. To facilitate this, the Council is aiming to develop clearer pathways to develop and support skills and aspiration. The aim of this is to help young people to take up learning, employment and enterprise opportunities. This approach should provide for the development of individual plans for those in need. The overall outcome will remain focused on realising aspirations to benefit from learning, employment and/or enterprise opportunities.



Haringey Council

- 5.15 The aim is, through partnership, to constructively challenge schools, colleges and training providers to deliver the most effective pathways for young people which optimise their opportunities for learning, skills enhancement and future employment.
- 5.16 An essential part of developing aspirations effectively is the provision of good quality information, advice and guidance (IAG) to young people. This is delivered in and by schools as part of their responsibility to provide careers guidance to young people. The Council has recognised that the current offer to schools for information, advice and guidance lacks consistency and needs to be enhanced and embedded so that all young people are better able to benefit.
- 5.17 As part of its early help approach, the Council is proposing to support work with children from Year 7 onwards in order to support better understanding and decision making around their future options for careers and further education. For non school attenders and those who are not in education, employment and training (NEET), access to IAG will be facilitated as part of a detached youth team and through locality based services. These would support access to a strong offer.
- 5.18 It is suggested that the crucial period for successful interventions to prevent young people becoming NEETs may be between the ages of 12 and 14. This is earlier than action has been initiated in the past and the rationale behind the plans for support to begin from Year 7 onwards.

Work by Children and Young People's Scrutiny Panel

- 5.19 The Panel's project has looked in detail at the issue of young people who are at risk of becoming a NEET and interventions that could be made to address this effectively.
- 5.20 The Panel has explored a number of issues, including what the crucial age for interventions is. The perception was that this is likely to be between the ages of 12 and 14 and the Panel has sought to test this. The Panel has also sought to address the following three questions:
- What are the choices that a young person has?
 - What influences the decisions that they make in response to them?
 - What interventions can deliver the best outcomes?
- 5.21 The Panel has undertaken the following work to date:
- A presentation by officers from the Children and Young People's Services and discussion at the scheduled meeting of the Panel that took place on 22 January;
 - An event organised for the Panel on 9 March to which young people, partners and employers were invited;
 - Visits to Bruce Grove Youth Centre, Heartlands High School and the Triangle Centre to meet with young people; and
 - A visit to a careers and training event at the Junction in Wood Green to talk to providers and young people.
- 5.22 The Panel has reached a number of preliminary findings from its work to date. They are of the view that the evidence that they had so far gathered is limited and, in some



cases, inconclusive. They feel therefore that more evidence is needed to draw firm conclusions and answer the questions that were posed at the start of the work. It was felt that it would be particularly useful to look at the work undertaken by other boroughs and especially those that were similar demographically.

5.23 The Panel has nevertheless made some observations and comments, as follows;

- It is clear that the role of parents and carers is very important. Those young people that the Panel received evidence from who had proactive parents or carers appeared to be a lot better placed than others. In particular, a number of had clear and well thought out aspirations and plans for how they would achieve them. In addition, they also appeared to be aware of other options that might be available to them.
- Some young people lacked effective support. A few had plans that appeared to be unrealistic and that also lacked a back-up plan to assist them if they were not successful in their chosen field. There appeared to be a link between this and socio-economic status. Unrealistic career aspirations were frequently based around becoming professional sportsmen and women. The Panel is of the view that sport should be promoted first and foremost as being for physical fitness, recreation and entertainment rather than as a viable career choice.
- Young people did not appear to be receiving support and guidance that covered the full range of options that were available. Feedback from young people spoken to suggested that schools are inclined to channel young people towards universities, which are not suitable for all young people. The Panel feels that there are other offers available for young people that are as attractive. In particular, vocational routes can offer a viable alternative which also do not involve getting into debt due to the costs of going to university.
- It was noted by the Panel that some young people felt that there was a negative perception of the local area and that this was linked to low expectations. The Panel were of the view that further exploration was needed of this issue, including obtaining more feedback from a wide range of young people. Mentoring and coaching were other issues that the Panel felt warranted further exploration and, in particular, what was available to young people in Haringey.
- The Panel were impressed by the range of organisations and opportunities being offered at the jobs and training event that took place at the Junction on 24 April and organised by the Youth, Community and Participation Service. They had noted that some of the organisations were finding it challenging to fill vacancies and/or places despite the attractiveness of what they were able to offer. They were of the view that the event could have been better attended by local young people and that it might benefit in future from being located in a larger, higher profile and more accessible venue. It was noted that efforts would be made by officers to address these issues but that this was partially dependent on suitable funding being identified.



- 5.24 As previously reported, the Council was successful in obtaining external support from the Centre for Public Scrutiny (CfPS) as a “Scrutiny Development Area” as part of a wider CfPS project that has been looking at transformation and how Councils can use their governance arrangements to improve plans for major service changes and significant transformations.
- 5.25 The Panel’s work on youth transition has formed one strand of the Council’s participation in the project. Its involvement has been based around exploring how scrutiny can best facilitate a conversation with the public about transformation. A case study based around the Panel’s work in this area will be developed. This will focus on scrutiny processes and how they can be developed to facilitate effective input from non executive Members when services are being transformed.

6. Comments of the Chief Finance Officer and financial implications

There are no financial implications at this stage. As the panel continues its work it will be important that any proposals for new services are fully costed and funding must be identified before any proposal can be accepted and implemented.

7. Assistant Director Corporate Governance and Legal Implications

There are no legal implication arising from the recommendations of the report.

8. Use of Appendices

None.

9. Local Government (Access to Information) Act 1985