

Report for: Children and Young People’s Scrutiny Panel – 3 March 2016
Overview and Scrutiny Committee – 8 March 2016

Item number:

Title: Panel Project on Youth Transition – Findings Part Two,
Conclusions and Recommendations

Report authorised by : Cllr Hearn, Chair of Children and Young People’s Scrutiny Panel

Lead Officer: Robert Mack, 020 8489 2921 rob.mack@haringey.gov.uk

Ward(s) affected: All

**Report for Key/
Non Key Decision:**

1. Describe the issue under consideration

- 1.1 The Children and Young People’s Scrutiny Panel has been undertaking a piece of in-depth work regarding the challenges facing young people growing up and reaching adulthood in Haringey. It began this work in 2014-15 and reported its preliminary findings to the Panel meeting on 9 July 2015. The Panel commissioned further work with the aim of enabling it to make final conclusions and recommendations. This report outlines the outcome of this further work and the findings, conclusions and recommendations that the Panel has made.

2. Cabinet Member Introduction

N/A

3. Recommendations

Children and Young People’s Panel:

- 3.1 That the following recommendations be made on behalf of the Panel to the Overview and Scrutiny Committee, as outlined in Section 7 of the report:
- (i) That a specific 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. (*Para 7.27*)
 - (ii) 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. (7.32)
- (i) That the Panel expresses its support to the proposals:

- to commission a detailed survey on the perceptions of young people on the options open 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. (7.35)
- (ii) 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 at in-borough post 16 provision. (7.37)
- (iii) 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. (7.40)
- (iv) 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. (7.46)
- (v) 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. (7.52)
- (vi) That measures be taken to provide greater challenge to schools on their performance in respect of the number of NEETs and not knowns originating from them where data shows performance falling below expectations. (7.67)
- (vii) That the proposal to introduce a kite mark for good quality independent advice and guidance on careers be supported. (7.68)
- (viii) 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. (7.69)

Overview and Scrutiny Committee:

- 3.2 That the recommendations of the Children and Young People's Panel be approved and the report submitted to Cabinet for response.

4. Reasons for decision

- 4.1 The Children and Young People's Scrutiny Panel is requested to agree the recommendations so that the report can be submitted to the Overview and Scrutiny Committee for final approval. Following this, the report will be formally referred to the Council's Cabinet for response.

5. Alternative options considered

- 5.1 The Children and Young People’s Scrutiny Panel could decide not to approve the report but this would mean that it would be unable to refer the report to the Overview and Scrutiny Committee so that its recommendations can be made to Cabinet. The Overview and Scrutiny Committee could decide not to approve the Panel’s report which would also mean that they could not be referred to Cabinet for response.

6. Background information

Introduction

- 6.1 In 2014-15, the Children and Young Peoples Scrutiny Panel commissioned a piece of in-depth work on the transformation of services for young people within the borough. The aim of this was to look at services that provide support for young people in addressing the challenges that they face during the transition to adulthood. The work 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.

Terms of Reference/Objectives

- 6.2 The terms of reference for the review were as follows:

“To consider and make recommendations to the Overview and Scrutiny Committee in respect of the commissioning framework for young people and, in particular, the issue of young people considered at risk of becoming a NEET including;

- The choices available to a young person;
- The influences on the decisions that they make in response to them; and
- Interventions that may deliver the best outcomes.”

Interim Report and Findings

- 6.3 During 2014-15, the Panel undertook a range of work including:
- Receiving a presentation by officers from the Children and Young People’s Services at the meeting of the Panel on 22 January 2015;
 - Attending an event organised for the Panel on 9 March 2015 to which young people, partners and employers were invited;
 - Visiting to Bruce Grove Youth Centre, Heartlands High School and the Triangle Centre to meet with young people; and
 - Visiting a careers and training event at the Junction in Wood Green to talk to providers and young people.
- 6.4 The Panel reached a number of preliminary findings from this work and these were reported to the Panel meeting on 9 July 2015. The Panel was of the view that the evidence that had so far been gathered was limited and, in some cases, inconclusive. They felt therefore that more evidence was needed to draw firm conclusions and answer the questions that were posed at the start of the work.
- 6.5 The Panel nevertheless made some observations and comments, as follows;

- It was 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.
- 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.
- 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 felt that there were other offers available that are as attractive. In particular, vocational routes could 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 impressed by the range of organisations and opportunities being offered at the jobs and training event that took place at the Junction 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.

6.6 The Panel agreed that additional evidence gathering activities would be arranged, with a view to assisting the Panel in making final conclusions and recommendations:

7. Further Evidence

- 7.1 In the light of the above, the Panel received the following additional evidence;
- A presentation by officers from the Children and Young People's Service, Economic Development and Human Resources regarding work by the Council and its partners to support young people with the development of their career aspirations at an evidence session on 24 September 2015;
 - Case studies on the approach followed by Enfield and Croydon Councils;
 - Visits to Northumberland Park and Highgate Wood schools to hear how they support young people in developing their career aspirations; and
 - A report on current 6th form provision to the evidence session on 19 January 2016.

The Corporate Plan and the Young People's Strategy

- 7.2 Strategic Priorities 1 and 4 from the Corporate Plan are the two priorities mostly strongly linked to support for young people in realising their career aspirations. Of these, priority 1 is perhaps the most relevant: "Outstanding for all – Enable every child and young person to have the best start in life, with high quality education". Objective 3 under this priority is "There will be excellent education and training opportunities for young people aged 16 plus, enabling all to develop the right skills and experience for good quality, sustainable employment".
- 7.3 Ambitious targets for improvement have been set out under this objective and these are focussed on three specific areas:
- *Attainment*; Level 3 (A level and equivalent) point score per student and exam to be in the London top quartile by 2018.
 - *Participation*; Education, employment and training levels to overtake the national average by 2017 and London average by 2018.
 - *Higher Education Entry*; The proportion of young people entering higher education and the top universities to be above the national and London average by 2018.
- 7.4 Strategic priority 4 is also of relevance: "Sustainable housing growth and employment – Create homes and communities where people choose to live and are able to thrive". Objective 3 of this is "We will take advantage of growth by ensuring that residents have the training, skills and support necessary to find and keep good quality employment". The targets for this are:
- *Increase earnings*; To reduce the gap between Haringey and London by 15% by 2018; and
 - *Increase earnings of lowest 25 percentile*; To reduce the gap between Haringey and London by 15% by 2018.
- 7.5 Since the Panel's interim report, the Cabinet Meeting has approved a Young People's Strategy for the borough at its meeting on 14 July 2015. This Strategy is intended "to provide the basis of increasing coordination, cooperation and targeting of services to improve the lives and outcomes of young people in the borough". It sets out principles, priorities and success criteria and is intended to complement the strategic objectives set out in the Council's Corporate Plan.

Strategic Priorities for Youth

- 7.6 The Young People's Strategy sets four strategic priorities in respect of youth. Priority 2 relates specifically to the issues that the Panel have been looking at; "Ensure clear pathways into an attractive and relevant range of employment, learning and enterprise opportunities".
- 7.7 It is intended to ensure the following;
- All young people are engaged in learning, employment or enterprise;
 - All young people have aspirations and the employability skills to achieve their potential; □
 - A curriculum which gives young people the skills to meet their career aspirations;

- All young people will have greater access to apprenticeships, traineeships and work experience;
- The quality in pathways (particularly in Tottenham) will enable young people to continue their studies into Higher Education including Russell Group Universities.

7.8 It states that the following will be required in order to make improvements:

- High quality training, advice and guidance for careers delivered in and by schools, colleges and training providers;
- Earlier identification in schools and colleges of young people without a clear post 16-19 option so they can be supported to make positive choices about courses and careers;
- Providing quality pathways and skills to develop and support aspiration in order to help all young people to take up learning, employment and enterprise opportunities;
- Information, advice and careers services delivered where vulnerable young people are;
- Partnerships and engagement with employer and higher education networks to promote internships, apprenticeships, work experience and other opportunities;
- Better informing parents and carers about the range and implications of individual pathway choices on future opportunities;
- Promoting high quality provision and choice for all young people and their families;
- All young people provided with an offer of learning through the September Guarantee process.

7.9 Feedback from young people in respect of this priority was as follows;

- Post 16 education and training in Haringey is not as good as in other areas;
- Careers advice and guidance needs to improve so young people can make effective choices about their future;

7.10 The Council's response to this was as follows:

- Post 16 provision in Haringey continues to improve at a faster rate than nationally, with some strong provision, but there are still areas that need to improve more rapidly. We will work with, and challenge, schools and colleges to ensure all young people get the highest quality education;
- Over the next 2 years we will work with key partners including Prospects, schools and the National Careers Service to develop, embed and enhance quality careers advice and guidance. We will ensure young people are linked to the opportunities regeneration brings in Tottenham and to the wider global opportunities.
- We will celebrate the excellent provision locally and the success of young people.
- We will improve on-line information and support by piloting an online search tool, revamping Youth Space and introducing a Haringey Careers Facebook page.
- We will get advice to young people earlier and where they need it through an early help localities based model of needs analysis and support.
- We will fulfil and enhance the commitment to our 100 scheme and lead by example by employing youth worker apprentices.

Early Help

- 7.11 The Young People's Strategy is an integral part of the Council's Early Help approach and recognises that it is better to identify and deal with problems early. The Council is now focussing its activity in respect of youth towards this. Job descriptions of staff working with young people are now specifically focussed on supporting NEETs. There are staff whose role is to work with young people within each of the three locality teams and there will be targets in respect of reducing the number of NEETs. In addition, there will be provision for data collection and some capacity for careers advice. The new structure went live on 5 October 2015. The budget for youth has been reduced considerably in recent years and the new structure reflects this.

Statutory Duties

- 7.12 Responsibility for careers advice transferred from local authorities to schools in 2011, introducing a new statutory duty on schools to provide impartial careers advice and guidance. Local authorities have a range of duties to support young people to participate in education or training which overlap with this:
- Schools should work with local authorities to identify young people who are in need of targeted support or who are at risk of not-participating post-16;
 - Local authorities should have arrangements in place to ensure that 16-17 year olds have agreed post 16 plans and receive an offer of a place in post-16 education or training;
 - Schools should also work in partnership with local authorities to ensure they know what services are available and how young people can be referred for support;
- 7.13 In addition to having a specific responsibility to provide impartial advice on careers to young people, there is also an expectation that schools will have links with local employers. If there are high levels of "not knowns" or young people not in education, employment or training (NEETs) originating from specific schools, the Council can challenge them on their performance and this is increasingly being done. Schools are required to provide data in respect of this. Young people are tracked up to the age of 19 and up to 25 in the case of young people with a learning disability assessment.
- 7.14 Local authorities nevertheless have some statutory responsibilities of their own. These are;
- Delivering, with schools and colleges, the September Guarantee (offers of learning to all year 11 and year 12 young people); and
 - Tracking and supporting young people Not in Employment, Education and Training (NEET).

Policy Developments

- 7.15 The Panel noted that there have been a number of recent relevant policy developments:
- Area Reviews; The government is beginning a review of the further education sector, with recommendations published in 2017. Each review

will start by taking stock of the skills landscape in local areas and assessing the economic and educational needs of the area and the implications for post-16 education and training provision. This will include school sixth forms, sixth form colleges, FE colleges and independent providers. This process is likely to lead to significant change, including mergers.

- There is an increased emphasis on apprenticeships and they are being heavily promoted as a good alternative to more academic courses.
- 'A' levels and Level 3 qualifications are to become more challenging for students. This is likely to make schools more selective about who they accept onto such courses. This is likely to make schools more selective about who they take on to courses and potentially result in the less academically gifted young people being steered towards colleges or apprenticeships.

NEETs

- 7.16 The Panel noted that performance relating to corporate plan targets for participation in education, employment or training is not currently on track. It stalled in 2014-15 after a previous 3 year improvement and NEET levels are higher than national, statistical neighbours and the London average. The Panel noted that if the "not known" figure was reduced to zero, it would probably lead to an increase in NEETs to 8%. Although an adjustment is made in the NEETs figures to take into account the number of "not knowns" who are likely to be NEETs, it is felt that this is likely to be an under estimate of the true figure.
- 7.17 Participation is higher than the national average but lower than London. It tends to be higher at the end of the academic year, suggesting better recording and data management would improve the results. Haringey's 2014/15 rate of 81.3% of 16–19 year olds in education, employment and training is the 3rd lowest in London. and below the target trajectory.

NEETs 16-19

	June 12	June 13	June 14	June 15
Haringey	4.6%	3.6%	4.5%	4.9%
Statistical Neighbours	5.1%	5.7%	4.2%	3.7%
London	4.5%	4.8%	4.1%	3.6%
National Average	5.9%	5.9%	5.5%	4.9%

Not knows 16-19

	June 12	June 13	June 14	June 15
Haringey	15.9%	11.5%	7.4%	9.2%
Statistical Neighbours	8.5%	8.4%	8.8%	10%
London	8.3%	7.4%	6.5%	6.9%
National Average	8.8%	7.2%	8.6%	7.3%

Participation figures (RPA 16-18)

Area/ Date	December 13	December 14	December 15 Projections
Haringey	87.4%	83.3% (88.9% – January)	90%
London	90.1%	92%	93%
National	89.9%	90.2%	90.5%

7.18 The Panel noted that it is more difficult to collect data for young people who chose to go out of borough. An external provider has been commissioned to target NEETs and encourage them into education, employment or training.

Post 16 Provision

7.19 The Panel noted that corporate plan targets relating to attainment are currently being met. Provisional 2015 'A' Level results suggested performance per exam was above the national and London averages for the first time. Performance per student is now above the London average but behind the national. The average point score for Haringey in 2015 was 689, which puts it on track to be within the top quartile for London by 2018 for which the average currently needs to be 718.

7.20 However, the Panel received evidence that 47% of young people go out of borough for education and training. In the east of the borough, this figure is 85%. Statistics show that young people with higher rates of ability in the east of the borough are more likely to go out-of-borough, whilst in the west it tends to be those with lower levels of ability.

- 7.21 There are a number of reasons for this, including lack of capacity. There are currently places for 3590 young people but the total number of places required is approximately 7000. This is not necessarily a problem provided there is sufficient good quality capacity elsewhere. There is an argument that it is good for young people to travel but each young person who stays within the borough brings in £6000 of funding so there is a clear financial benefit.
- 7.22 Feedback on post 16 destinations was obtained by officers in the Children and Young People’s Service from schools and careers leads and this indicated that;
- Students are prepared to travel and many want a fresh start out of their local area;
 - Many like pastoral support;
 - Not all young people are aware of the full range of available options;
 - The views and perceptions of their peers and parents are a big influence when choosing where to go;
 - Pupils are highly aspirational; and
 - Some west Haringey schools do not effectively promote their offer to other Haringey schools.
- 7.23 An analysis of two schools in Haringey - one in the west and one in the east - was also undertaken by officers. Only 6% of the highest ability students in the school in the east stayed in borough compared to 70% of the school in the west of the borough. 23% of the school in the east of the borough’s lowest ability group stayed in borough compared to 30% of the school in the west of the borough. This suggests students in lower ability range in the west are more likely to go out of borough.

Destinations for the west borough school students	Destinations for the east borough school.
<ul style="list-style-type: none"> • Stayed at the West School – 46% • CANDI – 10% • Woodhouse 7.6% • Camden SG – 5.8% • Another Haringey School – 3.6% • CoHENEL – 3.6% • Barnet and SC -3.1% 	<ul style="list-style-type: none"> • Sir George M – 36% • CANDI – 12% • WFC - 8.6% • HSFC – 7.9% • Woodhouse 7.1% • Barnet SC -7% • CoHENEL 5.7% • Leyton 3.6% • Another Haringey School – 2.9%

7.24 The Panel noted that value added performance scores for provision within the borough are better than many of the post 16 options outside of the borough that are typically taken up by young people in the borough, several of which have negative “value added” scores. It is a challenge to counter the perception that provision outside of the borough is better.

Academic Options and Entry into Higher Education

7.25 Performance against corporate plan targets relating to entry of young people into higher education is mixed, with university entry (52%) below the inner London average (56%) but higher than the national (48%). Entry to top or

Russell Group universities is lower – 8% - than both the England (11%) national and London average (12%).

7.26 The Panel has noted the very low levels of young people from Tottenham that are entering the top or Russell Group universities. If the figures are split between the two parliamentary constituencies within the borough, they are as follows:

- Hornsey and Wood Green; 14%
- Tottenham; 1%

7.27 Whilst this shows a figure for the west of the borough compares well with that of other areas, it also shows a figure for the east that the Panel feels is disproportionately low. It would therefore recommend that a target should be set for narrowing the gap between the two sides of the borough for entry into the top universities.

- *Recommendation 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.*

7.28 The Panel expressed concern at the lack of academic provision in the east of the borough, which may be a factor in the low rates of young people entering top universities. Of particular relevance is the fact that there are currently no school sixth forms in Tottenham. Several closed down with the opening of the Haringey Sixth Form Centre. Results at Haringey 6th Form College have not always met expectations but a new Principal has been appointed and action is taking place to improve standards. There is currently considerable spare capacity at the College with only 700 of the 1000 places available currently filled. Its long term future needs to be determined though and will need to be considered by the governors.

7.29 The Panel was also of the view that the lack of school sixth forms could also impact on the recruitment of teachers, who generally prefer to work in schools with sixth forms. However, it noted that the new Digital College and the Harris Free School will both have 6th form provision.

7.30 Exam results from schools in Tottenham have improved considerably since the Sixth Form Centre was established. There is scope for more post 16 places but it is a competitive market and it will be necessary to attract young people away from other provision. 6th forms also need to be sufficiently large to be viable. In particular, they need to be of sufficient size to offer a range of subjects and combinations of subjects.

7.31 Where provision within the borough is of good quality, the current intention is to encourage expansion. A new 6th form in the east of the borough could nevertheless now be viable and potentially offer both academic and vocational options.

7.32 The Panel noted that the position in respect of 6th form provision was likely to be different in 6 months time. In particular, the Area Review process would be starting in March. The Panel has therefore agreed to return to this issue later in

the year.

- *Recommendation 2: That a further report be submitted to the Children and Young People's Scrutiny Panel on progress with the development of sixth form provision within the borough in autumn 2016.*

7.33 The Panel noted that development options that are currently being considered by the Council and its partners are:

- A detailed survey on the perceptions of young people on the options open to them; and
- A Haringey wide careers event.

7.34 The Panel would support both of these options. Although the Panel has already undertaken some work with young people to determine their views and aspirations, this was limited in scope and a more extensive piece of work would be valuable when considering the development of provision within the borough.

7.35 In addition, the Panel attended a careers event as part of its earlier work and 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 would welcome a borough wide event as a useful means of increasing awareness amongst young people of the range of options available to them.

- *Recommendation 3: That the Panel expresses its support to the proposals:*
 - *to commission a detailed survey on the perceptions of young people on the options open 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. (7.35)*

7.36 The Panel noted that the majority of young people go out-of-borough for post 16 education, including some of the most able students. They are therefore not included in the current post performance statistics for the borough, which makes them of questionable value. Of particular note is the fact that only 6% of the highest ability students in the east stay in the borough. One school in the east of the borough has also successfully obtained scholarships in private schools outside the borough for some of their most able students. In borough institutions are also attended by out-of-borough students, which further undermines the value of the current statistics.

7.37 The Panel feels that better tracking is needed so that a more accurate picture can be obtained of attainment. In particular, statistics and targets needs to be focussed on how young people who live in Haringey are performing rather than just the performance of those who attend in-borough provision. Amongst other things, more accurate attainment information would assist in indentifying needs for further post 16 provision within the borough and which areas this should be focus upon. The Panel is therefore of the view that work should be undertaken to develop an effective means of monitoring attainment of young people that is based on residence in the borough. This may be possible through data sharing agreements with neighbouring boroughs or the use of relevant ONS data.

- *Recommendation 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 at in-borough post 16 provision.*

Vocational Options

7.38 The Panel noted that there is a lack of vocational provision in some areas of the borough, particularly in the west, and young people following vocational options are more likely to go outside of the borough. The range of courses available is also limited. Popular out-of-borough vocational courses include business management, social care and motor vehicle engineering, whilst popular in-borough courses include sport and leisure, public services and construction.

7.39 The Young People’s Strategy set out four additional key outcome indicators in respect of Objective 3 of Priority 4 within the Corporate Plan which relate to apprenticeships. These are:

- Increase in apprenticeship take up by 16-19s is above the London average increase.
- The success rate of apprenticeships (16-19) is above the London and national average.
- Increase in those young people who are in work staying in work (16-19) from the 2014 baseline.

7.40 However, suitable systems have not been so far set up to collect and monitor progress with these indicators. The Panel is of the view that further work needs to be undertaken to develop these. In addition, although apprenticeships are amongst key outcome indicators within the Young People’s Strategy, they are not currently key Corporate Plan performance indicators. The Panel feels that apprenticeships should be a higher level of priority amongst Corporate Plan indicators so that a greater focus can be made on achieving progress in this area. This would also give vocational routes parity with the high priority that is given to academic routes under Priority 1.

- *Recommendation 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.*

7.41 The Panel nevertheless received figures for apprenticeship starts for young people between 16 and 18 since 2010-11 and these show a decline from what was already not a comparatively high figure. In 2010-11, there were 210 starts but by 2013-14, this figure had gone down to 140. Figures for Enfield showed an increase from 380 to 400 for the same years. However, figures for Inner London and nationally also showed declines but not quite as high as those experienced in Haringey.

Area/Date	2010-11	Change	2011-12	Change	2012-13	Change	2013-14
Haringey	210	-4.8%	200	-25%	150	-6.5%	140
Enfield	380	+5%	400	-7.5%	370	+8%	400
Inner	3530	-2%	3460	-18%	2830	+4.5%	2960

London							
National	130500	-1%	128600	-12%	113000	+4.6%	118200

- 7.42 The number of apprenticeships offered has also reduced in recent years. To some extent, this is due to the fact that London has less of an industrial base than elsewhere. Numbers are nevertheless better in Enfield where there is more industry and a stronger focus on apprenticeships.
- 7.43 The Panel noted that it can be difficult to sell apprenticeships to young people and schools and they need to be marketed effectively. The Panel noted that knowledge and awareness of them by schools is not always great.
- 7.44 The Panel heard evidence of work undertaken by the Council to provide apprenticeships. The Haringey Academy has been set up by the Council to assist in staff development of its staff. Part of its remit is to provide apprenticeships for roles within the Council. Consideration is being to areas within the Council where demand for staff is continuing and, in some cases, growing such as business administration, IT, programme development, planning and horticulture. Homes for Haringey and Veolia are also involved in the programme.
- 7.45 Level 2 apprenticeships are being offered to young people. The first group were not necessarily NEETs but school leavers were to be targeted within the second cohort. 60% of the first group were from Haringey and school leavers with a Haringey connection have been strongly encouraged. The young people will be assisted in looking for work when their placements were coming to an end. There were also 100 young people on the scheme at Veolia and Homes for Haringey. Efforts are being made to encourage suppliers and contractors to take on suitable young people.
- 7.46 The Panel notes that the target within the Young People’s Strategy to that has been set to increase apprenticeship take up to “above the London average increase”. The increase in the number of apprenticeships has set 2014 as its baseline. However, this is a low baseline and the Panel is of the view that a more challenging target could be set. An increase that is above the inner London average would equate to a minimum of only 7 additional take-ups and would not take the borough back to the level achieved in 2012-13. The Panel would therefore recommend that a more ambitious target should be set of increasing the number of apprenticeships.
- *Recommendation 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.*

Career Options

- 7.47 The Panel noted that there is a need for young people to be made aware of career options which offer good opportunities. Science, technology, engineering and maths (STEM) have already been highlighted as particular areas where demand by employers outstrips supply. However, STEM is not

appropriate for some young people.

- 7.48 There are not enough jobs in the borough for everyone and it is necessary to look at the wider labour market. Opportunities outside of Haringey are therefore also being promoted. As part of this, a routes to work promotional campaign is being launched.
- 7.49 An Employment and Skills Board has been set up for the borough, which is chaired by the Cabinet Member for Economic Development, Social Inclusion and Sustainability. This includes education and training providers, employers, Job Centre Plus and the Chamber of Commerce.
- 7.50 In addition, Tottenham School Age Careers Programme is looking at the needs of 12 – 14 year olds and, in particular, how to ensure that they are able to make better informed choices about their future. Prospects, the national careers service, is also working within three schools in Tottenham – Park View Academy, Gladesmore and Northumberland Park. However, the Panel heard that grant funding for support to schools can often be subject to complex contracting processes, which can also reduce the amount of money available for delivery. The amounts of money can, in any case, be relatively modest and it would arguably be more cost effective to merely divide it up between individual schools.
- 7.51 On-line tools are also being developed to assist young people and work is taking place with employers. In particular, Siemens are keen to work with schools in the borough. They have an ageing work force and are therefore keen to recruit younger people. Birkbeck College is also working in Tottenham with the intention of encouraging people into higher education. Good opportunities exist but it is necessary to ensure that young people are aware of them and responsive.
- 7.52 The Panel is of the view that, with the regeneration of Tottenham and other areas of the borough, there is an opportunity for the Council to take a lead role in developing a strategic borough wide plan for young people to develop and pursue their career aspirations. This should focus on developing the range of options available and accessible to young people and addressing the areas where demand for labour is high and relevant training provision is limited locally. In particular, there is a clear need for vocational training to be developed in retail, construction and motor mechanics.

(ix) Recommendation 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.

Other Boroughs

- 7.53 The Panel noted the approach followed in the boroughs of Croydon and Enfield. The importance of effective tracking in reducing the numbers of NEETs was highlighted by each of them. Croydon emphasised the importance of access to multiple indicators, including benefits data and information from other local

authority databases which they felt helped them to be more proactive in tackling NEETs.

- 7.54 Enfield attribute their reduction in the number of NEETs to strong partnership work. There is a provider group that includes the vast majority of education and training providers within the borough and this is felt to help to ensure that there is a co-ordinated offer for young people and that they progress seamlessly into post 16 provision.
- 7.55 Their careers service is provided in-house. It is a fully traded service that the vast majority of schools in Enfield have bought into. Special attention is given to those young people who are either particularly talented or those who are uncertain about their future plans. Those within the latter group who are considered to be at risk could be referred onwards for appropriate interventions and support. They feel that having an in house careers service is helpful as it enables them to intervene earlier if necessary.

The Role of Schools

- 7.56 The Panel visited two schools in the borough to gain an understanding of how they provided independent advice and guidance for young people. The Panel was very impressed by the successful work that has been undertaken by Northumberland Park School to reduce the number of NEETs originating from the school. A few years ago, a quarter of the year 11 group had been either NEETs or “not knowns”. In response to this, work was undertaken with the Council’s Regeneration Team to address the issue.
- 7.57 Provision for careers guidance is funded directly by the school and embedded within it. The budget for it is circa £200,000. The work on careers has helped to change the ethos of the school. At the time of the Panel’s visit, there were no “not knowns” from the school and only one ex-student who potentially might become a NEET.
- 7.58 Work with young people starts in Year 7 and there is now a clear expectation that students will progress onto college or similar provision. The school has close links with CoHENEL and all students take part in a “have a go” day at the College. There are also lot of links between the school and universities and employers, who can offer taster days. Many have targets for working with schools and the local community and it is seen as part of their corporate responsibility. Linklaters, who were a large legal company, and the Cabinet Office are examples of two organisations that they have links with.
- 7.59 Careers staff undertake a wide range of duties, including ensuring that young people attend interviews and college. There is a counsellor and a psychologist available, as and when required. Mentoring is used to assist the hardest to reach students. The school seeks to keep in touch with ex students and determine where they have so that they can use some as role models for current students.
- 7.60 The Panel noted that when the responsibility for providing impartial careers advice and guidance had passed to schools, no additional funding to provide for this had been made available. The school had made a decision to invest in the

team. It had built support into its structure and made it top of its list of priorities but this had meant that other areas had been squeezed. They were less keen on buying in external support. In particular, they felt that there was not the same opportunity to develop a relationship with the young people.

- 7.61 The Panel also visited Highgate Wood School. Careers were first explored in Year 7 and further work undertaken in Year 8. This included games based around jobs and CV writing. Later on, a range of work was undertaken and this included reference to apprenticeships. In addition, visits to Oxford and Cambridge were also arranged for the more academically able.
- 7.62 Further work took place before pupils chose their GCSE options. Lots of advice is provided for pupils and they are also able to attend careers fairs. Advice and guidance on careers is provided externally and pupils are able to meet with the school's provider a number of times if they so wish.
- 7.63 An 'A' Level taster day is provided. In addition, colleges are invited to visit the school to talk to potential students. This year, 41% of pupils had gone onto the sixth form. The 6th Form was academically focussed but some subjects are difficult to fill, such as languages.
- 7.64 Those young people on the supported pathway have slightly more chance of becoming a NEET. There were currently 25 "not knowns" from last year. Of these, around 10 were probably NEETs. The figure for the previous year had been lower but last years cohort had been a particularly challenging group. The school was nevertheless aiming to get the figures down to single figures.
- 7.65 On results day, the school's careers advice and guidance provider attended to provide assistance for any pupils requiring it. The Panel noted that exam results will be available on-line in the future. This could be a problem as pupils will not have any incentive to contact the school following their results and it will therefore make tracking of progress even more difficult. The school felt that it might be necessary to undertake home visits in the future as a consequence of this.
- 7.66 Panel Members are of the view that the independent advice and guidance on careers provided by Northumberland Park School should provide a template for other schools in the borough. It also provides a clear indication of what is achievable. The school is particularly effective in identifying young people who are at risk at an early stage and taking action to address this. The school has made the issue a high priority and provided the resources necessary for an effective in-house service.
- 7.67 The Panel feels that schools should be held more accountable for the number of NEETs and not knowns that originate from them and challenged robustly where performance does not meet expectations. Each school is required to provide data to the Council and this should provide the necessary basis on which to motivate schools to improve their performance. The availability of GCSE results on-line will make the task of tracking young people more challenging and it is therefore essential that a proactive approach is adopted by all schools.

- *Recommendation 8: That measures be taken to provide greater challenge to schools on their performance in respect of the number of NEETs and not knowns originating from them where data shows performance falling below expectations.*

7.68 The Panel concurred with the view of officers that careers guidance in schools is variable and noted that one option that is being looked at by partners was the introduction of a kite mark for good quality independent advice and guidance. The Panel would strongly support this as a means of encouraging schools and colleges to improve their offer and achieve a greater level of consistency across institutions.

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

7.69 The Panel noted that Councillors, as corporate parents, have an important role to play in ensuring that looked after children are being provided with appropriate advice and guidance in respect of their career aspirations. They are of the view that specific guidance for them on this issue would enable them to perform this role better.

- *Recommendation 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.*

8. Contribution to strategic outcomes

8.1 As outlined in detail in the report, the issues in question are closely related to Corporate Priority 1 (Outstanding for All) and Corporate Priority 4 (Sustainable Housing Growth and Employment)

9. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

Finance and Procurement

9.1 This report sets out the recommendations of the Scrutiny Panel Project on Youth Transition. If the recommendations are accepted by the Overview and Scrutiny Committee they will be considered by the Cabinet who will respond. The Cabinet will only be able to accept recommendations if resources are identified for their implementation. In the light of the current financial climate it is very difficult to identify sufficient resources and so recommendations must be rigorously prioritised against existing work programmes.

9.2 Many of the recommendations outlined here should be low cost and can be met from existing resources. There will be a one off cost from carrying out the detailed survey in recommendation three and there may be costs from the development of the kitemark in recommendation nine. The provision of independent careers advice to Looked After Children would be a new cost but it may be possible to identify funding from existing budgets including the LAC pupil premium

Legal

- 9.3 The recommendations of the Children & Young People's Panel outlined in the report meet the strategic priorities from the Corporate plan and are within the general powers of the local authority under the Localism Act 2011 which provides the authority with a general power of competence.
- 9.4 Part Three of the Constitution provides for the OSC to receive reports and recommendations of its Scrutiny Review Panels and to further make reports or recommendations to the Cabinet or full Council.
- 9.5 The recommendations of the fall within the ambit of the Council's duties and powers.

Equality

- 9.6 The Council has a public sector equality duty under the Equalities Act (2010) to have due regard to:
- Tackle discrimination and victimisation of persons that share the characteristics protected under S4 of the Act. These include the characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (formerly gender) and sexual orientation;
 - Advance equality of opportunity between people who share those protected characteristics and people who do not;
 - Foster good relations between people who share those characteristics and people who do not.
- 9.7 The Panel has aimed to consider these duties within this project and, in particular;
- How policy issues impact on different groups within the community, particularly those that share the nine protected characteristics;
 - Whether the impact on particular groups is fair and proportionate;
 - Whether there is equality of access to services and fair representation of all groups within Haringey;
 - Whether any positive opportunities to advance equality of opportunity and/or good relations between people, are being realised.

10. Use of Appendices

None

11. Local Government (Access to Information) Act 1985