

Report for: Cabinet 13th September 2016

Item number: 11

Title: Cabinet Response to the Haringey STEM Commission

Report

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Ward(s) affected: All

Report for Key/

Non Key Decision: Non Key Decision

1. Describe the issue under consideration

- 1.1. Haringey's Outstanding for All Commission in 2012/13 set out to accelerate the rate of improvement in our schools. Good progress has been made with all secondary schools and the overwhelming majority of primary schools being Ofsted rated as 'good' or 'outstanding'.
- 1.2. The Haringey STEM (Science Technology Engineering Maths) Commission was established in late 2015 in order to challenge us to take the next step and to make some recommendations about how Haringey can put itself at the forefront of science, technology, engineering and maths education.
- 1.3. Chaired by Baroness Morgan of Huyton, the independent panel included experts from Government, relevant industries and the education sector.
- 1.4. The Commission's recommendations offer practical ideas to provide excellent teaching, a rigorous curriculum, inspirational extracurricular activities and better partnerships with employers and experts.
- 1.5. This report sets out the Council's initial response to the Haringey STEM Commission recommendations.

2. Cabinet Member Introduction

- 2.1. Giving Haringey's young people the best possible opportunities is one of the Council's central priorities. With the regeneration of Tottenham, Wood Green and potential development of Crossrail 2, Haringey is a place of new growth and new opportunity.
- 2.2. We know, though, that not everyone growing up in our borough is able to take advantage of these opportunities. It is our aspiration that every young person has the same life changes as their peers anywhere else in the capital. In particular, they must have the education and training opportunities that will allow them to access jobs that the London economy has to offer.

- 2.3.** There are huge opportunities in Haringey to engage with business, third sector organisations, and professionals in STEM fields and, of course, to further develop our strong partnership with schools, teachers and education professionals.
- 2.4.** The recommendations in the report are challenging, but are local in scope and if met, we believe can make a tangible difference. There are also ideas and learning for other local authorities and organisations. The Mayor of London, Sadiq Khan, has made skills a key part of his policy programme and pledged to conduct his own London-wide STEM Commission. I hope this work will provide a good starting point.

3. Recommendations

Cabinet is asked to:

- a) Welcome the Haringey STEM Commission's Report and their recommendations, which is attached as Appendix B;
- b) Agree the Commission's recommendations and the Council's Action Plan in response set out in Appendix A;
- c) Agree the internal governance arrangement as set out in paragraphs 6.12 and 6.13 of this report to monitor progress with delivery against the recommendations; and
- d) Agree that there be a further report to Cabinet in September 2017, setting out progress against the Action Plan.

4. Reasons for decision

- 4.1.** The recommendations of the Haringey STEM Commission set out how a modern, ambitious local authority should support and lead our education system by strengthening schools' leadership and teaching, building partnerships that can drive improvement, and acting as a champion for parents and children.
- 4.2.** This is a challenge that the Council must respond to. In order to do so, this report sets out an action plan at Appendix A detailing how we will respond to each of the Commission's recommendations. This includes working closely with schools and other education providers. In order to achieve the desired outcomes, school leaders will also need to prioritise STEM in their strategic and financial planning.

5. Alternative options considered

- 5.1.** The alternative option in this scenario would be not to bring a report to Cabinet. However, given the level of stakeholder engagement and partnership that has been involved in the work of the Commission itself – and that will be required to deliver on the actions – it was felt that the Council should be transparent and open, setting out publicly how the Council can play a leading role in implementing the recommendations.

6. Background and summary information

- 6.1. The Haringey STEM Commission was established by the Leader of the Council in September 2015. It was an independent Commission chaired by Baroness Morgan of Huyton who is the chair of the House of Lords Select Committee on Digital Skills.
- 6.2. Baroness Morgan was joined on the panel by:
 - Andrew Harrison – Chief Strategy Officer of Manchester Airport Group
 - Michael McKenzie – Headteacher of Alexandra Park School in Haringey
 - Maggie Philbin – CEO and Founder of TeenTech
 - Robert Peston – Political Editor of ITV News
- 6.3. Sam Elliot, Project Manager for the Haringey STEM Commission and author of the final report, joined Haringey Council on secondment from Lewisham Council for the duration of the project.
- 6.4. Haringey's Outstanding for All Commission in 2012/13 set out to accelerate the rate of improvement in our schools. Good progress has been made with all secondary schools, all special schools and 94% of primary schools being Ofsted rated as 'good' or 'outstanding'.
- 6.5. The Haringey STEM Commission was established in order to challenge us to take the next step and make some recommendations about how Haringey can put itself at the forefront of science, technology, engineering and maths education.
- 6.6. Rapid technological innovation is changing our lives. The economy and workplace are evolving and the jobs we have today will look very different even five years into the future.
- 6.7. Now that Google has arrived in Kings Cross, there are more tech jobs in London than there are in Silicon Valley and it is consistently reported that these are hard to fill. The full impact on how we teach and train our young people is yet to be fully understood, but meeting the challenge of these recommendations will be a good starting point.
- 6.8. It is as yet unclear how the economy will respond to Brexit, and what that might mean on a local level. However, everything currently indicates that the STEM industries will continue to grow and we need to ensure that young people from Haringey are equipped to take up these new opportunities.
- 6.9. The detailed report from Commission, which can be found [here](#) (and attached separately as Appendix B) sets out the wide range of evidence provided to the panel and provided the evidence base for the recommendations.
- 6.10. On page 14, the statistic from research by Deloitte and University of Oxford that by 2030, 30% of jobs could be done by machines, is set against the view from the UK Commission for Employment and Skills that tells us 43% of STEM vacancies are hard to fill due to a shortage of skills (page 13 in the report).
- 6.11. These statistics – and all the evidence in the report – set out the challenge in no uncertain terms. There are plenty of career opportunities, but without a focus on

developing the right skills and creating the right routes to work, many young people may face an uncertain future and are unlikely to reach their potential.

Response to recommendations and governance arrangements

- 6.12 In response to the STEM Commission recommendations, a working group led by the Deputy Chief Executive was established. This included senior officers from across the Council. The working group has considered each of the recommendations and agreed a series of initial actions, which are outlined in the Action Plan table in Appendix A. The table also lists who within the Council will be responsible for driving forward initial work under each recommendation, and the partners and other key stakeholders who will be involved. The working group will be meeting again in mid-September 2016, where these initial actions will be discussed and further steps agreed.
- 6.13 In addition to the working group, more formal governance arrangements have been put in place for monitoring progress in delivering on each of these recommendations. This has been established as a formal project under 'Priority 1' – the Council's corporate governance mechanism for projects and programmes relating to the first priority in the Council's Corporate Plan: *Enabling every child and young person to have the best start in life, with high quality education*. A project manager has been appointed to oversee the project, and monthly progress reports will be discussed at the Priority 1 Board. A review of progress will also take place over the summer of 2017, with a further report to Cabinet in September 2017.
- 6.14 There are enormous opportunities for the borough and the challenge now is for everyone with a stake in young people's education to come together and ensure the vision set out by the Haringey STEM Commission becomes a reality.

7. Contribution to strategic outcomes

- 7.1. The work to deliver on the recommendations of the Haringey STEM Commission links to the following corporate priorities:
- Our approach – to encourage investment and create opportunities for all to share in;
 - Priority 1 – ensure that every child has the best start in life, with high quality education;
 - Priority 4 – drive growth and employment from which everyone can benefit

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

Finance and Procurement

- 8.1. The Chief Finance Officer is informed that all expenditure will be contained within existing budgets or through partnership arrangements.
- 8.2. Funding for STEM is predominantly delegated to school governing bodies. Substantial changes are planned in school funding over the next few years that will put Haringey school budgets and the centrally retained Dedicated Schools Grant under increasing pressure. To achieve the desired outcomes school leaders will need to prioritise STEM in their strategic financial planning.

Legal

- 8.3 The STEM Commission Report and recommendations and the Action Plan in response will help to meet the Council's statutory duty under Section 13A of the Education Act 1996 to promote high standards and the fulfilment of learning potential in the exercise of its relevant education and training functions. Also, they will promote the educational excellence for children and young people as referred to in the Statutory Guidance, published by the Department for Education in April 2013, on the roles and responsibilities of the Director of Children's Services and the Lead Member for Children Services: *"25 Working with headteachers, school governors and academy sponsors and principals, local authorities should promote educational excellence for all children and young people and be ambitious in tackling underperformance."*

Equality

- 8.4 The Council is subject to the Public Sector Equality Duty set out in section 149 of the Equality Act 2010 which obliges public bodies to have due regard, in the exercise of their functions, to the need to:
 - Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The relevant protected characteristics for the purposes of the Duty are: age; sex; race; sexual orientation; disability; religion or belief; pregnancy and maternity and gender reassignment.

The Haringey STEM Commission's recommendations encourage more opportunities rather than less, and focus on how barriers that exist may be tackled. With that in mind, an impact assessment has not been undertaken at this point but equality of opportunity will be taken into consideration as the action plan is implemented.

9. Use of Appendices

Appendix A - Action Plan in response to Recommendations from the Haringey STEM Commission.

Appendix B – Report of the Haringey STEM Commission

Action Plan in response to Recommendations from the Haringey STEM Commission

Recommendation	Detail	Delivery		Initial actions
		Council	Partners	
① Haringey Diploma	<ul style="list-style-type: none"> • Convene a panel of expert employers, business leaders and experts to develop and accredit a Haringey Diploma • To include a framework of skills that young people should have when leaving education • Supported with extracurricular activities and experiences 	<p>Policy and Strategy Team</p> <p>Economic Development Service</p>	<p>Expert employers and business leaders</p>	<p>Initial scoping work to consider routes to developing a diploma or similar accreditation, including exploring products that already exist and are used by schools. This work would also look at next steps for convening an expert panel and possible candidates.</p>
② Science and mathematics promoted in schools	<ul style="list-style-type: none"> • Schools to promote students studying some form of maths for as long as possible, including post-16 • Schools to consider new qualifications, such as Core Maths • Schools to develop additional provision such as Saturday schools to supplement studies • All young people should study all three sciences to at least 16 	<p>Schools and Learning Service</p>	<p>Primary and Secondary Heads Forums</p>	<p>Commitment from schools is vital in taking forward this recommendation. Council officers will meet with the chairs of Primary and Secondary forums to discuss how this recommendation might be implemented, and agree on next steps.</p>

<p>③ Two centres of STEM teaching excellence</p>	<ul style="list-style-type: none"> • Establishing two centres of STEM teaching excellence to act as hubs for improvement, support and professional development • A centre in the west of the borough to be based through the New River Teaching School Alliance • A centre in the east of the borough at new London Academy of Excellence Tottenham • They should work with existing alliances, and broker new relationships with employers and universities 	<p>Deputy Chief Executive</p> <p>Schools and Learning Service</p>	<p>Primary and Secondary Heads Forums</p>	
<p>④ STEM Outstanding for All award</p>	<ul style="list-style-type: none"> • The Outstanding for All Awards should specifically recognise innovation, best practice and high achievement through a specific STEM-related award 	<p>Communications Service</p>	<p>Stem Coordinator (when established)</p>	<p>This recommendation has been implemented. There will be a STEM award at the next Outstanding for All awards in December 2016.</p>
<p>⑤ STEM Coordinator</p>	<ul style="list-style-type: none"> • Haringey schools to jointly appoint a Haringey STEM coordinator, funded by Network Learning Communities • To open up access to and coordinate STEM extracurricular provision across the borough • Should support the diploma, teacher professional development and annual a STEM festival 	<p>Schools and Learning Service</p>	<p>Primary and Secondary Heads Forums</p>	<p>Commitment from schools is vital in taking forward this recommendation. Council officers will meet with the chairs of Primary and Secondary forums to discuss how this recommendation might be implemented, and agree on next steps.</p>
<p>⑥ STEM Partner Organisation</p>	<ul style="list-style-type: none"> • Identification of a partner organisation to build relationships between businesses and local education providers • To support extracurricular activities and offer career advice and professional development for teachers • There should be a clear path for STEM professionals to volunteer in Haringey schools 	<p>Economic Development Service</p>	<p>Businesses</p>	<p>Initial scoping work to understand whether the Council should seek an external provider to support this, or whether this could be provided through existing council resources. This scoping work would also seek to clarify how ongoing process of finding and working with a partner organisation would be funded.</p>

<p>⑦ Improved post-16 offer</p>	<ul style="list-style-type: none"> • Council, schools and colleges to work together to build a post-16 sector that provides a strong academic and vocational offer across borough • All post-16 institutions to work with the teaching schools alliances, STEM coordinator and business brokerage partner to develop teaching, build relationships with employers and collaborate. 	<p>Post 16 Strategic Lead</p> <p>Economic Development Service</p>	<p>Post 16 providers</p> <p>Businesses</p> <p>STEM Coordinator</p>	<p>There is already a clear programme of work around improving post-16 provision in the borough, supported by the Council. We are in the process of establishing a post-16 Forum, and it is the expectation that this forum would lead on driving progress with this recommendation.</p>
<p>⑧ Annual Haringey Education Report</p>	<ul style="list-style-type: none"> • Council to develop and publish its own Annual Haringey Education report to monitor and drive improvement 	<p>Schools and Learning Service</p>	<p>Schools</p>	<p>Rather than produce an annual 'report' specifically around STEM, the Council will commit to regularly publishing performance data and statistics on our website to monitor and drive improvement. A mock-up of this will be ready by the end of the Autumn term.</p>
<p>⑨ Improved information and advice to parents</p>	<ul style="list-style-type: none"> • Develop a strategy for improving information and advice to parents about post-14 and post-16 choices 	<p>Post 16 Strategic Lead</p>	<p>Post 16 providers</p>	<p>Work is underway to bring together careers 'leads' in schools, who will play an important part in delivering on this recommendation. This will be supported by activity such as regular Haringey careers fairs.</p>
<p>⑩ Every school to have a link Governor for STEM</p>	<ul style="list-style-type: none"> • Every school in the borough should have a link governor for STEM, ideally drawn from industry • Governors to be recruited through the business brokerage partner, who should identify local residents who work in STEM industries 	<p>Schools and Learning Service</p>	<p>Schools and Governors</p>	<p>There should be a single 'lead' governor identified, who can work with our Schools and Learning Service to identify other governors in individual schools and help shape a programme. Initial work will look at identifying and scoping the role of this lead governor.</p>

<p>⑪ Standing expert reference panel</p>	<ul style="list-style-type: none"> • The council should appoint a standing expert panel, drawn from local residents active at a senior level in STEM industries • The panel should continue some work of the Commission providing guidance and contacts. • An 'Innovator in Residence' should be recruited – a STEM professional to work with schools and colleges 	<p>Policy and Strategy Team</p>	<p>Expert employers and business leaders</p>	<p>Initial scoping work to better understand how such a panel would work in practice, and whether any of our current partnership could support this. The Economic Development Service has links with London-based academic institutions which will be explored.</p>
<p>⑫ STEM Leaders Programme</p>	<ul style="list-style-type: none"> • Pilot a local STEM leaders programme, using young people who were involved in the STEM Commission • They should champion STEM in schools, and provide insights of young people into future work 	<p>Schools and Learning Service</p>	<p>Schools TeenTech and similar organisations</p>	<p>Senior officers will explore how best to utilise the cohort of young people who were involved in the STEM Commission through organisations such as TeenTech, and how this can be built on further to create a more comprehensive local programme.</p>
<p>Partnerships</p>	<ul style="list-style-type: none"> • In addition to the 12 recommendations from the Commission, emphasis must be given to partnership working. • Without strong partnerships with schools, FE colleges and other stakeholders like new businesses and STEM experts, we will not be able to deliver the vision for change and improvement set out at the beginning of this process. 	<p>Strategy and Partnerships</p>	<p>All partners</p>	<p>A number of firm and helpful partnerships were established during the work of the Commission, which the Assistant Director for Strategy and Partnerships will look to maintain and grow. Further work will also look at other partners that will need to be involved as part of the implementation process. We will also commit to maintaining the STEM Commission website and share information and progress with those involved or interested in the Commission.</p>