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CHILDREN AND YOUNG PEOPLE'S TRUST

Date: Friday 14 December 2012

Time: 2pm – 4:30pm

Venue: Conference Room 2 and 3, Windsor House

Please ask for: Mrs Amelia Boulter

T: 01752 304570 E: amelia.boulter@plymouth.gov.uk

Time	WELCOME, APOLOGIES, MINUTES OF THE LAST MEETING AND MATTERS ARISING	Author & Pages
2pm	1.1. Welcome	Chair
	1.2. Apologies	Chair
	1.3. Minutes and action from the meeting held on 14 September 2012	Chair (Pages 1 - 6)
2.10pm	2.1. Local Safeguarding Children Board Purpose of item: The Children and Young People's Trust to receive an update on the Local Safeguarding Children's Board.	Jim Gould (Pages 7 - 14)
2.25pm	3.1. Governance Purpose of item: The Children and Young People's Trust to receive a report on governance.	Maggie Carter (Pages 15 - 22)
3.15pm	BREAK - 15 MINUTES	

	4. PROMOTING ECONOMIC WELLBEING FOR FAMILIES	
3.30	<p>4.1. Youth Unemployment</p> <p>Purpose of item: The Children and Young People's Trust to receive a verbal update on Youth Unemployment.</p>	Patrick Knight and Annie Singer (Pages 23 - 38)
4.15	<p>4.2. Child Poverty</p> <p>Purpose of item: The Children and Young People's Trust to receive an update on Child Poverty.</p>	Cllr Nicky Williams and Candice Sainsbury (Pages 39 - 40)



**MINUTES OF THE
PLYMOUTH CHILDREN AND YOUNG PEOPLE'S TRUST BOARD
MEETING OF
14 September 2012**

Present:

Cllr Nicky Williams (Cllr NW) - Chair	Portfolio Holder for Children and Young People, Plymouth City Council
Carole Burgoyne (CB)	Director for People, Plymouth City Council
Adrian Kemp (AK)	Trustee Stonehouse Play Space Association, Voluntary and Community Sector
Kevin Norris	Headteacher, Keyham Barton Catholic Primary School, representing PAPH
Dr Sumrana Chaudhary (SC)	Clinical Lead for Children & Young People, New Devon CCG
Alison Mackenzie (AM)	Public Health Consultant representing Deb Lapthorne
Phil Davies (PD)	Principal, City College Plymouth
Dan Monck (DM)	Probation Officer, Devon and Cornwall Probation
Cllr Mrs Bowyer (Cllr LB)	Councillor, Plymouth City Council
Dr Alex Mayor (AM)	Medical Director, Plymouth Hospitals Trust
Liz Cooney (LC)	Assistant Chief Executive and Director of Professional Practice and Patient Safety, Plymouth Community Healthcare
Briony Cowan (BC)	Acting Commissioning Manager for Children and Young People's Health, NHS representing Paul O'Sullivan
Lynn Pashby (LP)	Parent and Carer Representative
David Farmer (DF)	Headteacher, Plymstock School representing Plymouth Learning Trust
Shirley Walker (SW)	Connexions, representing Jenny Rudge
Cllr Philippa Davey (Cllr PD)	Councillor, Plymouth City Council

Apologies:

Paul O'Sullivan	Director of Joint Commissioning, NHS
Debra Lapthorne (DL)	Director of Public Health
Gareth Allen (GA)	Parent and Carer Representative
Jenny Rudge (JR)	Chief Executive, Connexions Cornwall and Devon
Diane Rae (DR)	Director of Services, Young Devon

In Attendance:

Claire Oatway (CO)	Head of Service, Performance & Policy, Services for Children & Young People, Plymouth City Council
Jim Gould (JG)	Chair, Safeguarding Children Board
Candice Sainsbury (CS)	Senior Policy and Performance Adviser, Plymouth City Council
Maggie Carter (MC)	Assistant Director, Learner and Family Support, Plymouth City Council
Amelia Boulter (AB)	Democratic Support Officer

Minute	Item	Action
Part I 1.1	Welcome The Chair welcomed everyone for the meeting and explained the reason for	

Minute	Item	Action
	the change of venue for this meeting.	
1.2	<p>Apologies Apologies were received from Paul O’Sullivan, Deb Lapthorne, Gareth Allen, Jenny Rudge and Diane Rae.</p>	
1.3	<p>Minutes of the last meeting, held on 15 June 2012</p> <p>Minutes were agreed.</p> <p>Matters arising:</p> <ul style="list-style-type: none"> • Reports Youth Unemployment were circulated as part of the agenda pack for further discussion at the next meeting in December. Careers education would also be discussed in December alongside the Youth Unemployment item. • Page 3 - Ofsted Inspection. CO reported that she had spoken with the Police and Probation about the inspection arrangements. All other actions were to be covered later in the agenda. • Page 5 – CAMHS Performance Update report attached to the agenda pack. • Page 7 – Health and Well-being discussion to be built into workshop after break this morning. 	
<p>Part 2 2.1</p>	<p>Child Poverty</p> <p>Candice Sainsbury, Policy and Performance Adviser gave an update on the status of work undertaken so far and gave an insight on what they were hoping to achieve over the next 6 months. Since 2010, the Children and Young People’s Trust Board were leading on the child poverty agenda on behalf of the city and was one of the priorities within the Children and Young People’s Plan.</p> <p>A Child Poverty working group had been established and meets on a monthly basis. The group was chaired by Councillor Penberthy and consisted of vice-chair Councillor Sam Leaves, Councillor Williams and Councillor Mrs Bowyer. At the August meeting, Pam Marsden, Assistant Director for Joint Commissioning and Adult Social Care was nominated as champion for driving forward the child poverty agenda for Plymouth City Council and would continue to work closely with the Children and Young People’s Trust.</p> <p>Child Poverty now has strong political support and a report was submitted to Cabinet on 11 September 2012. A Child Poverty Needs Assessment had been produced with a final edit available by end of September and fits nicely with the Joints Needs Strategic Assessment.</p> <p>On 15 October 2012, a kick start event would be taking place and members of this board would be receiving an invitation to attend. The aim of the workshop was to gain a collective agreement with what the assessment had identified and look at the gaps and to start making a difference.</p> <p>There was a statutory duty to produce a strategy and a draft strategy would go to Cabinet in November. The draft strategy was being shared with schools and major</p>	

Minute	Item	Action
	<p>partnership boards with final endorsement of the strategy at Full Council in April 2013.</p> <p>In response to questions, it was reported that -</p> <p>There was a real commitment from both parties to start making a real difference and to build on the good work already undertaken. There was a commitment from PCC to take the lead on getting Child Poverty at the forefront and to identifying gaps in provision.</p> <p>The Child Poverty Needs Assessment is not just about data and at 15 October workshop intelligence would be collated from commissioners and checking this with key stakeholders to ensure the right gaps were identified.</p> <p>Every strategy and policy produced would include how they would support the child poverty agenda.</p> <p>A green paper due in October to include a review of the measure of child poverty which would now include life chances. A working group would be looking at the green paper in October.</p> <p>There was a correlation of the children living in poverty for the rest of their life and 70 per cent of lone parents in Plymouth were living in poverty. Raising aspiration and making children aware of opportunities needs to be undertaken in primary school.</p> <p>The board were required to engage with the strategy process, either through the online consultation or attend a specific workshop</p> <p>ACTION Four key questions on Child Poverty to be circulate to board members. Responses to be shared with the board in December.</p> <p>To research national best practice of cross city examples of child poverty working.</p> <p>The board to attend 15 October 2012 Strategy Kick Start event.</p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p>CS</p> <p>CS</p> <p>ALL</p>
<p>Part 3 3.1</p>	<p>PSCB Independent Chair's Report</p> <p>Jim Gould presented the report and it was highlighted that –</p> <p>A response had been submitted on the consultation draft of the new Working Together document. There were some concerns about the lack of guidance on managing allegations made against people who work with children.</p> <p>There were still concerns about the lack of progress on witness support scheme.</p> <p>The relationship between the Health and Well-being Board and Plymouth Safeguarding Children Board was becoming clearer.</p> <p>At the last meeting the board received a presentation from the Child Death Overview Panel. It was highlighted the lack of paediatrics services in the South West and this was still a concern. A meeting was taking place with other chairs to make a</p>	

Minute	Item	Action
	<p>submission to the strategic health authority and any endorsement from this group would help.</p> <p>In response to questions raised, it was reported that -</p> <p>there weren't many paediatric pathologists in this area and it was highly unlikely that support would be given to a stand-alone service in the south west.</p> <p>ACTION</p> <p>Contact to be made with James Palmer, Medical Director and Specialist Commissioning Lead for Southern England on the key concerns on the lack of paediatrics in the south west. Contact also to be made with Deb Lapthorne.</p> <p>A progress update on the Young Witness Scheme.</p> <p>Invite the Designated Nurse to talk about the interim arrangements.</p>	<p>AM</p> <p>CO</p> <p>BC</p>
3.2	<p>Inspection and Preparation</p> <p>Claire Oatway, Policy, Performance and Partnership Manager updated the panel and it was reported that –</p> <p>Ofsted, CQC, HMIC and HMIP have launched a multi-agency inspection on child protection. This is an opportunity to bring together all the agencies in preparation for the inspection. I would recommend you all have look on how it could affect your organisations. There are good relationships around the table and early intervention should help us move forward.</p> <p>CB reported that inspectors will look at the city as a whole and would pick a child and follow that child's path. The judgements would be made on the whole city experience. The Blackpool pilot to be email to all CT Board members.</p> <p>ACTION.</p> <p>Email Blackpool pilot to all CT board members.</p>	<p>CO</p>
4.	<p>Future of Children's Partnerships - Workshop</p> <p>How should we work with other agencies and partnership boards together?</p> <ul style="list-style-type: none"> • Recognise value of informal networks and challenge of maintaining through change • Difficult to know who the influencers are • Positive all heading in similar direction • Understanding how you can help other organisations / partnerships and vice versa • Awareness of +ve and –ve impact of policy decisions • Spend time together face to face, understanding priorities, building trust etc • Q – is there fear / protection over own areas? Be prepared to give and take 	

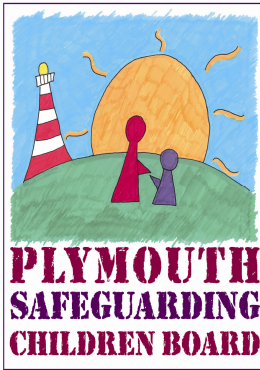
Minute	Item	Action
	<ul style="list-style-type: none"> • NW – got to HWB with mandate from this board • Vital to have a children’s partnership – broad area plus children need to be central to other boards • Focus on children affects city of tomorrow <p>How can we deliver against objectives and make decisions better and share resources?</p> <p>Opportunities to build on: Need to define our objectives (see CCG new ones)</p> <p><i>General</i></p> <ul style="list-style-type: none"> • Talking together as leaders of organisations re decision making • Improving links strategically and on the ground eg GPs, elected members, schools..... • Listening to users • Development of CCG as decision making body with heads and other partners involved <p><i>Specifics</i></p> <ul style="list-style-type: none"> • Join up sports • Work across council and schools sports partnerships • Olympic legacy effect • Councillors as corporate parents- links with local schools <p>How can your time be best utilised?</p> <ul style="list-style-type: none"> • Conduit for ideas – from ground up and strategically down • Capture the ‘voices’ • Better strategic ‘fit’ by streamlining number of meetings and setting up cross meeting matrix control task and finish groups • Trust – get to know the strengths of the partnership and give opportunities for the best person / organisation to lead or get involved. • Use time to best effect • Timely release of info – well in advance so people have time to read, reflect and are able to balance these tasks • The framework will enable people to do their role smartly with ways of reviewing and monitoring <p>How can we act as a voice for children better?</p> <ul style="list-style-type: none"> • Getting inside each others’ worlds! • Voice of adult can drown voice of children and young person (professional, parents) • Multi-agency working can be difficult – inconsistent • Role of schools & early years providers in capturing voice of children could be developed • Need to influence children as early as possible to achieve change • Early intervention and prevention • Focus on FWF to change complex families and impact on children • Build on existing work and learn from current practice. 	

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		Agenda item	2.1
Meeting	Plymouth Children and Young People's Trust Board		
Date	14 December 2012		
Title	Safeguarding Children		
Responsible Officer	Jim Gould – Independent Chair of Plymouth Safeguarding Children Board		
Purpose of Item	The Children and Young People's Trust Board are requested to receive an update from the Plymouth Safeguarding Children Board		
Recommendations	To note the updates.		
Consultation Record			
Meeting Notes:			

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PLYMOUTH SAFEGUARDING CHILDREN BOARD (PSCB)
PSCB INDEPENDENT CHAIR'S REPORT TO THE
PLYMOUTH CHILDREN AND YOUNG PEOPLE'S TRUST
MEETING – 14 December 2012

I. INTRODUCTION

- 1.1 This is the twelfth report from the Independent Chair of the Plymouth Safeguarding Children Board, intended to inform the Plymouth Children and Young People's Trust Board (CTB) of national and local developments in safeguarding and areas for further developmental work by the Trust in order to enhance the safety of children and young people.

2. PROGRESS ON CHALLENGES SINCE THE LAST REPORT

- 2.1 My previous reports identified challenges for partners of the Trust and I have included the following updates on progress to meet these challenges:

2.2 Organisational changes within partner organisations and financial constraints.

- 2.2.1 As in my previous reports the recruitment of a Designated Doctor for Child Protection has not yet been successful but assurance has been given that contingency arrangements are in place to provide cover and that a permanent appointment is still the aim.
- 2.2.2 As outlined in my last report there has been consultation on the new proposals for safeguarding arrangements within the Police Service. The South West Peninsula LSCB Chair's Group were updated on progress at our meeting on November 21st and this will also be presented to the PSCB at our meeting on December 7th. A Report is expected in December with final design reported in February 2013.
- 2.2.3 At the last PSCB meeting in September, Paul O Sullivan gave the Board a very helpful update on changes within Health Commissioning and Provision within the area. The PSCB will receive regular updates on implementation of the changes and any variations to the proposals.

2.3 **Young Witness Support Scheme**

2.3.1 In my last four reports to the CTB, I drew attention to the fact that the NSPCC were withdrawing from this scheme and the Trust Board established a task and finish group to address this loss of provision. In my March report I also highlighted that the NSPCC's intention to link nationally with the Victim Support Scheme had been confirmed and that Chairs of LSCBs had received a joint letter from the NSPCC and Victim Support, giving advanced notice of their intention to jointly develop a new support service for young witnesses across England and Wales. The hope is for the service to be delivered by Victim Support in March 2013. I shared with the CTB my concerns with this timescale given that the scheme previously operating locally has now come to an end. I understand there were local discussions between the Police (witness support) and the NSPCC taking place but I am unaware of any progress being made and would again urge the CTB to explore if any resolution to this issue can be found. I would ask that the Trust determine exactly what support is available locally to children and young people, when they are required to give evidence in cases.

2.4 **Paediatric Pathology Service**

2.4.1 In my last report I highlighted the limitations in provision of this service. The matter was further discussed at a Child Death Overview Panel Development day and the local Coroner has agreed to pursue. The four Independent Chairs from the south west peninsula have drafted a letter to be sent to the Strategic Health Authority and the Chief Coroner.

3. **NATIONAL DEVELOPMENTS**

3.1 The publication of the new Working Together guidance is awaited following the consultation previously reported.

3.2 I am attending the Annual National Conference of Independent Chairs of LSCBs on November 27th. Keynote Speakers are Edward Timpson MP the Children's Minister, Jackie Tiotto from Ofsted and Colin Hilton, Director of the Children's Improvement Board. I would hope therefore to update the CTB on current developments at the meeting on December 14th.

4. LOCAL DEVELOPMENTS

4.1 The PSCB has published the Annual Safeguarding Report. As required, copies have been sent to Chair of the CTB, the Chair of the Shadow Health and Well Being Board, the Chief Executive of Plymouth City Council, the Leader of the Council, the Chief Constable and the Chief Executive of the PCT Cluster/ Acting Chief Executive of the Local Area Team of the National Commissioning Board. Copies have also been given to the Executive Group of the CTB and discussed with them at their last meeting.

4.2 There are a number of challenges for the CTB set out in the Report. The LSCB has tried to identify local challenges in the recognition that there is considerable work already underway in the continuing challenges around domestic violence and substance misuse. The further challenges facing the CTB partners are listed on page 74 and 75 of the report. They list issues related to the following areas;

Section 11 Audit

Early Years Audit of Day Care Provision

Road Casualties

Multi Agency Child Protection

Audit of support to Child Minders

Child Sexual Exploitation

Issues identified in the Joint Strategic Needs Assessment

Children of Prisoners

4.3 This year's Section 11 Audit will commence in November 2012. The next online staff survey will be carried out in June 2013 with the aim of enabling the survey results to be used by agencies with their planning for 2014. The survey will also provide assurance to LSCBs around frontline staff and their managers safeguarding practice. It will provide feedback to individual organisations in respect of the views of their frontline staff and managers safeguarding practice and help to identify issues that need addressing. It is further proposed that this method be adopted by Safeguarding Adults Board for use with staff working with vulnerable adults. The survey will be available on line for completion during June 2013. Reports will be collated during July and August and the results distributed during September and October 2013. Agencies are asked to make all front line staff and managers aware of the importance of completing the survey.

- 4.4 The PSCB is embarking on a series of multi agency case audits which will involve frontline staff in facilitated discussion aimed at identifying good practice and areas for development. Agency senior managers are urged to mandate their staff to engage with this process. Two cases each month will be audited using this method.
- 4.5 The UK Border Agency (UKBA) has responded to a letter sent on behalf of the PSCB which expressed concern that some Language Schools were placing foreign language students with host families without necessary CRB vetting having been carried out. We enquired about vetting arrangements/requirements placed on these schools by the Home Office/UKBA and what quality assurance processes were in operation. It appears that there are different categories of Language Schools, but those who sponsor students to study in the UK are subject to requirements by the UKBA, who in turn assure compliance. However, the UKBA point out that not all language schools are registered sponsors and as such are not subject to these checks. The PSCB and the private fostering team are considering how best to enhance links with local language schools to explore safeguarding arrangements with them.
- 4.6 The PSCB is also exploring methods of improving contacts with private and independent schools in the City regarding safeguarding arrangements and advice.
- 4.7 Appointments have been made to the role of Lay Members on the PSCB and the two individuals appointed will now begin their induction process and work with their individual mentors drawn from existing PSCB members.
- 4.8 I have mentioned previously that the PSCB Safeguarding Business Manager, PCC Website Manager and I have been working with a group of young people on redesigning the PSCB website. This work is nearing completion and it is the intention that the new website will be operational by the end of December 2012.

5. AREAS FOR DEVELOPMENT TO DRAW TO THE TRUST BOARD'S ATTENTION

- 5.1 I have drawn attention to the challenges outlined in the PSCB Annual Report and would welcome a report on progress against the challenges at each PSCB full board meeting.
- 5.2 I have again highlighted the concern at the loss of the Young Witness Support Scheme and would urge the CTB to continue its efforts to resolve this problem locally and ascertain what support is currently available to children and young people.

- 5.3 It would be very helpful if CTB members could make it clear to staff within their organisations that engagement with the multi agency case audit process and with the Section 11 staff questionnaire are key elements in helping to improve safeguarding in the City.

Jim Gould
Independent Chair of the Plymouth Safeguarding Children Board
November 2012

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	Agenda item	3.1
Meeting	Plymouth Children and Young People's Trust Board	
Date	14 December 2012	
Title	Children's Trust Governance	
Responsible Officer	Maggie Carter – Interim Assistant Director Education Learner and Family Support	
Purpose of Item	The Children and Young People's Trust Board are requested to engage in a review of governance structure following previous discussions around function. In advance of the session, members are requested to review and prepare responses to the questions in Appendix I	
Recommendations	<p>It is recommended that:</p> <ol style="list-style-type: none"> 1. Proposals in section 3.0 regarding a single children's partnership be agreed. 2. Terms of reference outline in 3.1 be agreed with further work to identify membership 3. Further work is carried out to review delivery partnerships and interlinkages. 	
Consultation Record	Children's Trust Board – September 2012 Children's Trust Executive and member organisations – Autumn 2012	
Meeting Notes:		

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CHILDREN'S TRUST GOVERNANCE

Proposals to simplify arrangements



1.0 INTRODUCTION

This paper follows a review of the governance arrangements for the Children and Young People's Trust. The Children's Trust has a high level of commitment from partners and is committed to delivering the priorities of the Children and Young People's Plan. However, in recent years there has been an increasingly complex proliferation of groups and activity that steer the health and wellbeing of children and young people in the city.

This review has been carried out at multiple levels – looking at communication across citywide strategic partnerships including the Health and Wellbeing Board and other Plymouth 2020 groups, at delivery groups that directly support children and young people's outcomes such as the Early Years Partnership, and independent partnerships such as the Safeguarding Children Board. At face value, without clear linkage and transparency around the work of these groups, we are not capitalising on the effective partnerships across the City, we are not reinforcing priorities from the Children's Plan, and we are not holding people to account effectively for their work in improving the health and wellbeing of children.

The abundance of groups showed clear ambition and drive from professionals to make a difference but represents significant resources being tied up in meetings. In addition to tightening relationships with existing groups or rationalising the number of existing groups the Children's Trust must design relationships with emerging new statutory bodies such as the Health and Wellbeing Board and re-consider membership of groups to engage with new stakeholders including GPs and head teachers.

In summary the complexity and numbers of existing partnerships are leading to the absence of key decision makers for meetings and a lack of co-ordination of messages. There is also a concern about a lack of transparency around direction and decision making across the City.

2.0 LEGAL CONTEXT FOR A CHILDREN'S PARTNERSHIP

From 31 October 2010 the Department for Education (DfE) withdrew statutory guidance on Children's Trusts but the requirement for local authorities and partners to have a children's trust board and the wider duty to cooperate to improve children's wellbeing, as set out in section 10 of the Children Act 2004, remains in force. As a result many local authorities are using the flexibility to ensure their Children's Trust Board fits with local Health and Wellbeing Board arrangements.

The DfE has also set out the role of the Director for Children's Services (DCS) and the Lead Member for Children's Services (LMCS) to work together to provide strong, strategic local leadership and development of an increasingly autonomous and diverse education and children's services sector. Working with head teachers, school governors and academy sponsors and principals, the DCS and LMCS should support the drive for high educational standards for all children and young people, paying particular attention to the most disadvantaged groups. They should also ensure that children's services are integrated across the council, for example to

support a smooth transition from children's to adults' services. The DCS and LMCS have a key role in ensuring that the local voluntary and community sector, charities, social enterprises, the private sector and children and young people themselves are included in the scope of local authority planning, commissioning and delivery of children's services where appropriate.

Section 10 of the Children Act 2004 places a duty on local authorities and certain named partners (including health) to co-operate to improve children's well-being. The DCS and LMCS must lead, promote and create opportunities for co-operation with local partners (for example, health, police, schools, housing services, early years, youth justice, probation, higher and further education, and employers) to improve the well-being of children and young people. Local authorities must also (by virtue of the Child Poverty Act 2010⁶) establish local co-operation arrangements to reduce child poverty, prepare and publish a local child poverty needs assessment, and prepare a local child poverty strategy.

The Children and Young People's Trust partnership has been recognised through Ofsted as providing strong leadership and has provided an efficient delivery vehicle for exerting DCS and LMCS powers and responsibilities. Locally, partners continued to be highly engaged in the partnership but are looking for greater clarity around the strategic fit with other elements of the partnership governance architecture. This is an ideal time to reduce bureaucracy, provide more focus and increase potency for a children's partnership.

3.0 FUNCTIONS OF THE CHILDREN'S PARTNERSHIP

Currently, the Trust Board and Trust Executive operate separately with different membership and mandate. It is recommended that the Children's Trust Board and Executive Group be replaced with a new Children's Partnership¹. This will be an opportunity to review membership and create a smaller, more strategic body.

The Children's Partnership will oversee the delivery of current Children and Young People's Plan, and related priorities established in the Health and Wellbeing Strategy and the Plymouth Plan when completed.

Children's issues will inevitably form part of other strategic partnership bodies' work but the vision and direction of children's services will be championed through these bodies by representatives of the Children's Partnership. For example, the Lead Member for Children's Services is a member of the Health and Wellbeing Board whose focus is on achieving the best possible health outcomes for children, young people and adults. The Lead Member will take a mandate from the Children's Partnership to the HWBB and will ensure that children's needs are represented within the work of the HWB. Similarly, services for children and young people will provide support to the broader vision for the city and sub-region.

The Children's Partnership will oversee commissioning and delivery of services for children and young people in the city and will champion children and families' needs on a broader citywide platform. Delivery of services will be driven within organisations and through delivery partnerships. This governance review reinforces the links between the overarching Children's Partnership and these groups.

The partnership will act as a forum for ideas - for developing strategic relationships between members, pooling collective knowledge, and joint problem solving. The format of meetings will encourage creativity among members and will offer an arena for peer challenge.

¹ Children's Partnership is used here as shorthand for a revised Children and Young People's Trust partnership. The Trust has a strong identity and brand and at this stage it is proposed that the brand is not changed..

Finally, the partnership will provide an overarching brand and identity enabling partnership working among staff *supporting children and young people* at every level. It is important that the partnership is accessible and provides visible leadership throughout organisations.

3.1 TERMS OF REFERENCE

1. Use evidence from the JSNA (and other needs assessments such as the Audit of Crime and Disorder) to develop and recommend a range of commissioning plans for agreement by the H&WB, Clinical Commissioning Group and other bodies as appropriate to ensure implementation of the JHWS to achieve the strategic outcomes, including reducing inequalities.
2. Oversee delivery of services for children and young people and elements of the Plymouth Plan when developed and Health and Wellbeing Strategy relating to children and young people
3. Ensure the Plymouth Plan delivers for children and young people and services for children and young people contribute to the broader elements of the Plymouth Plan
4. Monitor delivery plans and provide peer challenge on delivery
5. Champion the voice of children and young people and parents in service design
6. Set out priorities and key principles for services for children and young people
7. *Advise commissioners of the needs of children and young people*
8. Gather intelligence and align strategic priorities from other related Strategic Partnership Boards

4.0 CO-ORDINATION WITH OTHER PARTNERSHIP GROUPS

4.1 PLYMOUTH 2020 STRATEGIC PARTNERSHIPS

There are a series of partnerships – the Health and Wellbeing Board, Crime and Disorder Reduction Partnership (currently Safe and Strong Board), Growth Board and Plymouth Culture Board which operate at the same level as the Children and Young People’s Trust and deliver to the wider shared strategic priorities of the city –

Reduce inequalities – reducing the gap, particularly in health, between communities.

Deliver Growth – develop Plymouth as a thriving growth centre by creating the conditions for investment in quality new homes, jobs and infrastructure.

Raise aspirations – promote and encourage aiming higher and taking pride in the city.

Provide value for communities – work together to maximise resources to benefit customer and make internal efficiencies.

Their remit inevitably covers children, young people and families and it will be critical that the Children’s Partnership is connected into their activity. There is at present a sliding scale of involvement, with some members attending with a specific remit to champion children and others attending in their own right as a provider. In each case, it is imperative that key relevant messages are communicated out of those meetings to the broader children’s partners and attendees feel that they are able to represent the broader partnership.

The Children’s Partnership has a special relationship with the Health and Wellbeing Board. HWBB has strategic influence over commissioning decisions across health, public health and social care by reviewing the Joint Strategic Needs Assessment (JSNA) and developing a joint strategy for how these needs can be best addressed. The Board will hold commissioners to account for their decisions ensuring they are aligned to the Joint health and Wellbeing Strategy. This will include recommendations for joint commissioning and integrating services across health and social care.

The agenda across health and wellbeing is substantial and it is recommended that the HWBB delegates children and young people's specific topics to them.

4.2 COMMISSIONING PARTNERSHIPS

The Joint Commissioning Partnership and the Children and Young People's Clinical Commissioning Group (CYPCCG) are both key groups translating the Health and Wellbeing Strategy into commissioning plans and facilitate joint commissioning on behalf of Plymouth City Council (PCC), New Devon Shadow Clinical Commissioning Group (Western Locality) and other partners for those services where joint commissioning provides the best means of securing health improvement, increased quality and better value for money.

The Joint Commissioning Partnership forward plan initially focuses on commissioning services for adults. However there are clear links to children's services in particular around vulnerable families with multiple needs (requiring coordinated delivery of adult and children's services) and supporting improved transition for young people who will require ongoing health and social care support into adulthood.

The CYPCCG has been established to ensure that Children's healthcare Services are commissioned in line with the development of the local strategy and national priorities to improve the welfare and health outcomes for all children in Plymouth.

It is recommended that the Children's Partnership has a formal role in scoping and setting the agenda for JCP to ensure that children's issues are included. An additional recommendation has been put forward to combine the Children's Partnership and the CYPCCG so that the Children's Partnership makes commissioning decisions.

4.3 INDEPENDENT PARTNERSHIPS inc Plymouth Safeguarding Children Board, Youth Offending Management Board

Some partnerships have a specific statutory remit to scrutinise or challenge performance. At present, PSCB provides quarterly reports to the Children's Trust Board. This is an overview of what they see as the strategic challenges for partners, detailed challenge is offered directly within PSCB meetings. It is recommended that these groups are given regular opportunity to provide feedback and challenge to partners through the Children's Partnership. This is intended to identify and unblock strategic challenges. This will be the first time that the Youth Offending Management Board will have a direct link back into the Children's Partnership

4.4 OTHER DELIVERY FOCUSED PARTNERSHIPS eg Carers Strategy Group

There is a selection of partnerships which indirectly driven by the children's agenda – for example, the Domestic Abuse Partnership or the Carers Strategy Group. These may have an all age group focus or part of a different reporting structure. Nevertheless decisions made have an impact on children and young people's outcomes. It is recommended that representatives are requested to communicate updates to the Children's Partnership at significant milestones – for example when delivering an action plan or around key projects and to take issues to the Children's Partnership for resolution.

4.5 CHILDREN AND YOUNG PEOPLE'S DELIVERY PARTNERSHIPS eg Early Years Strategic Partnership

There are currently a number of different delivery partnerships operating in the City to support the children's agenda. These partnerships are seen to be an engine room for progressing actions and it is recommended that these groups be more explicitly charged with delivering the priorities from the Children and Young People's Plan. It is recommended that the Children's Partnership holds these groups to account for performance and receives regular performance management updates on progress.

In addition, the number and variety of groups needs to be explored further and changes need to be made to make these more effective, for example extending the remit for the 11-19 Partnership group to include all outcomes for young people – including health and risk taking behaviours such as substance misuse and sexual health. It is recommended that more detailed work is carried out to challenge and where appropriate streamline delivery groups to gain maximum effectiveness.

RECOMMENDATIONS

It is recommended that:

1. Proposals in section 3.0 regarding a single children's partnership be agreed.
2. Terms of reference outlined in 3.1 be agreed with further work to identify membership
3. Further work is carried out to review delivery partnerships and interlinkages.

Appendix I – Governance Arrangements – Questions for discussion

Please consider your response to these questions in advance of the board meeting:

1. Do you agree the name of Children, Young People and Families' Partnership?
2. Is it appropriate for Board and Executive functions to be integrated into a single function?
3. Do you agree with the proposed functions described for the new group?
4. Do the proposed functions fulfil the functions of the current CYPCCG
5. How do we ensure parent, children and young people's voices are heard?
6. Do you agree with the proposed terms of reference?
7. Do you have views on the linkages with other city-wide partnerships (Plymouth2020 Partnerships, Commissioning Partnerships, Independent Partnerships, Other delivery focused partnerships and Children and Young People's Delivery Partnerships)
8. Do these proposals ensure that children and young peoples;' interests remain high profile?



Meeting	Plymouth Children and Young People's Trust Board
Date	14 December 2012
Title	Youth Unemployment Update
Responsible Officer	Patrick Knight, Economy and Employment Manager Annie Singer, Senior Adviser
Purpose of Item	The Children and Young People's Trust Board are requested to receive an update on progress towards tackling youth unemployment (16-25) in Plymouth.
Recommendations	That the Children's Trust Board endorse the approach to joint working on this issue. That the Children's Trust Board consider how their organisations can contribute to the employability and employment priority for the city.
Consultation Record	
Meeting Notes:	

Introduction

At the Children's Trust Board meeting in March 2012 the Board received a presentation outlining the challenges facing young people in securing employment and the commitment needed from partners and organisations in the city to tackling youth unemployment. Since that time there has been a city-wide commitment to the development of a new plan for jobs with a focus on young people and a Plymouth City Council overview and scrutiny task and finish group which reviewed the issue of youth unemployment.

The first paper (Paper A) outlines the recommendations of the report and the actions taken to date to address them.

The second paper (Paper B) presents the current local data on NEETs (Not in Education, Employment or Training) and general information about the local labour market.

The third paper (Paper C) produced by Careers South West provides information on the current work of the service in the city.

At the Children's Trust Board meeting there will be opportunities to consider how we can strengthen work across partners to impact on employment and employability for young people.

CHILDREN AND YOUNG PEOPLE TRUST BOARD

Report on Youth Unemployment - (Paper A)



PLYMOUTH
CITY COUNCIL

Youth Unemployment - Update

Following the Cabinet report of 12 July 2012 on Youth Unemployment, four recommendations were agreed and this report describes the actions that have been completed to address them.

As background, the Cabinet report was informed by the Overview and Scrutiny Task and Finish Group, which was established to review the issue of youth unemployment in Plymouth with a cross-party membership drawn from the Growth and Prosperity and Children and Young People's Overview and Scrutiny Panels.

This report describes the actions taken across the four Cabinet recommendations:

I. Citywide Leadership

- (a) There are many groups that meet both internally within Plymouth City Council and externally with Partners regarding the skills or employability agenda. The panel wishes to strongly endorse the leadership role of the Plymouth Growth Board with its Worklessness sub group (recently renamed the Employment Sub Group) and requests that Cabinet asks the Assistant Director for Economic Development to review the membership to ensure it is relevant to youth unemployment, and to reiterate that the primacy on employability matters rests here.

Action Completed:

The Economic Development Department, together with Education, Learning and Families, has completed a review of Council managed groups that consider Youth Unemployment issues and found that duplication of interest and work was indeed occurring. The memberships of these groups has been reviewed and recommendations have been made to add some key people to the Employment Sub Group (formerly the Worklessness Sub Group) to strengthen and add value to this important sub group of the Plymouth Growth Board. A review report is near completion and this will be discussed with the Employment Sub Group prior to implementation for when the Group next meets on 19 December.

- (b) It is further recommended that future scrutiny arrangements include progress reports from the Employment Sub Group and that the scrutiny constitution continues to promote joint panels on this issue.

Action Completed:

This has been noted by the Employment Sub Group and this is its first progress report, along with the information at Appendix I.

- (c) The panel wishes to recommend that a Councillor who is not a Cabinet Member be appointed to perform the role of Champion for Youth Employment in the city and to help ensure that recommendations in this report are delivered.

Action Completed:

Councillor Danny Damarell is now the city's Champion for Youth Employment. Cllr Damerell is a member

of the Employment Sub Group and is consulted on and receives regular updates on its work.

2. Improving support to youth who are unemployed

(a) It is recommended that the Employment Sub Group should ensure improved communication of training and employment opportunities to young people by establishing how employers and agencies such as JobCentrePlus can work more closely together. This should include all organisations and businesses being encouraged, via the Chamber of Commerce, Federation of Small Business and Plymouth Area Business Council to place job and training advertisements with the Job Centre, as well as progressing their usual recruitment procedures. This can be in the form of a signposting notice and does not mean they have to use the Job Centre to undertake their recruitment.

Action Completed:

The Employment Sub Group is a forum where any issues that impact on employment in the city can be discussed. The specific difficulties faced by young people have been discussed here on more than one occasion and the membership does include JobCentrePlus and providers for the Work Programme. The Employment Sub Group continues to encourage employers to advertise job and training opportunities through JobCentrePlus. For example, a call for job applications to the new Money Centre call centre has been supported through a partnership including JobCentrePlus, the City College and the City Council. More generally, any information that may be of use to partners and ultimately the public is shared within the Employment Sub Group and disseminated amongst the partners many networks.

(b) There should be greater engagement between employers and schools to overcome the apparent gap in skills when young people move from education to work. It is recommended that the Employment Sub Group and the Council's internal departments engage with the Schools Forum, Association of School Governors, employers and work programme providers to forge greater working relationships and understanding for the future. It is recommended that an interactive seminar be arranged to be hosted by the Council.

Action Completed:

The Employment Sub Group has recently been strengthened by the inclusion of representatives of the Plymouth Learning Trust and the Plymouth Association of Primary Heads.

The Employment Sub Group has recently held an Employability Workshop which brought 34 people from schools, businesses, training providers and public sector agencies together to raise awareness of activities undertaken by each party and develop ideas on how employers and education providers can ensure that young people are 'job ready' by the time they leave education or training. This workshop established a good foundation to forge better links between the private and education sector. Partners were encouraged to be the driver for their own activities; however the Council will help ensure that other organisations are informed in an effort to increase the level of communication. There are a number of potential suggestions including models relating to International Employability, an idea around an Employability Partnership and the use of social media by the development of a 'linked in' group made up of those who attended the workshop to ensure the passage of information regarding new schemes and initiatives. The Employment Sub Group will continue this important work and develop an agreed action plan.

3. Plymouth City Council Apprenticeship Scheme

(a) Although significant progress has been made in the last year with the numbers of apprenticeship opportunities being offered by Plymouth City Council, there is a need to improve the coordination and governance of the scheme. This should include the HR department looking at increasing the scope of apprenticeships available within the organisation, and the identification of the support that both apprentices and managers require.

Action Completed:

The HR department has significantly expanded its support to departments across the City Council. Streetscene has recently offered a training qualification and two apprentices have recently been appointed by Parks and are due to start work in late November. Several other departments are now taking on new apprentices, mainly for business administration. The current total number of apprentices stands at 53, with a further 9 planned.

(b) It is recommended that the Apprenticeship Co-ordinator post be extended beyond the current twelve month period. This will allow a central point of contact for all apprenticeships within the Council and allow existing development of good practice to continue.

Action Completed:

The Apprenticeship Co-ordinator post is now a permanent post and continues to contribute towards the apprenticeship scheme and the Work Placement scheme that the Council has running with JobCentrePlus.

(c) The panel noted that the apprenticeships offered at the moment are supernumerary to the workforce establishment and do not currently offer permanent employment. It is recommended that the Assistant Director for HR and Organisational Development review this policy in accordance with organisational constraints.

Action Completed:

It should be clarified that apprenticeships are not supernumerary and have never been outside of establishment. Managers are being encouraged to build apprentice positions into their structures rather than turning existing posts into apprenticeships. Further to this, managers are being encouraged to support apprentices to find permanent opportunities where possible upon completion of their apprenticeships.

4. Initiatives

(a) The panel welcomed opportunities for proactive initiatives in support of the creation of employment and/or training opportunities for young people in Plymouth. The Employment Sub Group should establish a task and finish group to implement a “1,000 jobs in 1,000 companies” initiative to get that many young people into employment and/or work experience over the next 2 years.

Action Completed:

The ‘1000 Club Campaign’ has been launched on 28 September 2012. The aim of the initiative is to recruit 1000 organisations to support young people into employment whether through work placement, work experience, graduate internship, apprenticeship or employment. It brings all the available job or work experience schemes and opportunities together in one place for employers who have registered to access.

The main focus for the promotion is the web site www.1000club.co.uk. This is a supportive initiative to the Plan for Jobs and has been developed in direct response to employer feedback that our people are not “job ready” regardless of whether employed from school, FE or HE and to provide employers with a single point of contact which they can trust to give them the right advice about what it is exactly that they want without any professional bias involved. This scheme has so far proven so successful other parts of the region have been in discussions about rolling out copycat schemes, or even across the LEP area. For example, 41 firms/partners have become 1000 Club members, who have to-date offered 10 jobs, 26 apprenticeships, 10 work experience and 28 student work experience placements.

Considering the meagre resources expended on this enterprise, which involved a lot of free effort from some of the partners, this would appear to put Plymouth ahead of the curve in terms of finding innovative ways of dealing with youth employment.

Note: It should be noted that with hindsight it was felt that there may have been a gap in evidence around the issue of young people with special educational needs (including disabilities) and that the relevant officers should be asked to explore this and be asked to report back to the Growth and Prosperity Overview and Scrutiny Panel, along with updates on the recommendations included in this report.

Action Completed:

This action is not yet completed and is under discussion with colleagues in the People Directorate.

It has been suggested that this report and its recommendations should also be shared with Plymouth's Children and Young People's Trust to allow further opportunities for engagement with employers and young people.

Author: Mark Looker

Job Title: Worklessness Co-ordinator

Department: Economic Development

Date: 08/11/12

CHILDREN'S TRUST BOARD

14 December 2012

Youth Unemployment Data Report compiled by
Schools and Setting and Economic Development Teams



PLYMOUTH
CITY COUNCIL

1. Department for Education 16 and 17 years old participation – Plymouth data set June 12

The data published on DfE's website will cover numbers of 16/17 year olds known in each local area, the percentage of 'not knowns', 'in full time learning', in an 'apprenticeship' or 'employment with training' plus new datasets on age, gender and ethnicity breakdowns, resulting in more data than previously.

Data was presented as an England average, a regional average, with a percentage breakdown for each local authority area. The DfE believes this data are indicators of local authority preparations for Raising the Participation Age in compulsory learning from 2013.

1.1 The percentage of 16 and 17 years old engaged in employment and training continues to rise and now stands at 86% compared to 84.3% in June 2011. Although our participation data is almost 1% lower than the national average, it is 2.5% higher than the average for all LAs in the South West.

It is worth noting that 6.6% of our cohort follows the apprenticeship route, compared to a national take up of 3.7% and a regional take up of 4.2%. This is within the context of our completion rates for 16-18 years old in Plymouth being the highest regionally but also nationally.

1.2 The Percentage of 16 years old recorded in education and training is 89.2%, 1% lower than the national average but 3% higher than the South West average. 90.3% of 16 years old girls participate compared to 88.2% of 16 years old boys. The difference between boys and girls participation reflects the national gap.

1.3 The Percentage of 17 years old recorded in education and training is 82.9%, 0.6% lower than the national average but 2% higher than the South West average. 83.5% of 17 years old girls participate compared to 82.3% of 17 years old boys. The difference between boys and girls participation is smaller than nationally. Our 17 year old boys' participation is higher than the national participation by 0.1%.

1.4 The percentage of Young People aged 16 and 17 whose activity is not known to Plymouth LA is relatively low and stands at 1.7%. This compares very favourably with the national average of 5.4% and the South West average of 7.7%

1.5 The percentage of Young People aged 16 and 17 whose activity is not known has declined over the past year. It stood at 2.8% in June 2011 and now stands at 1.7%. Whereas our percentage of "Not Knowns" decreased by 1.1% over the last year, in England it rose by 1.2% from 4.2% to 5.4%. In the South West, it rose by 4.9% from 2.8% to 7.7%

2. Plymouth data set on NEETs (Not in Education, Employment and Training) aged 16-18

Plymouth	NEET %	Plymouth	NEET %
June 2012	7.7%	October 2012	6.9%
June 2011	8.4%	October 2011	6.9%
Variance	- 0.7%	Variance	No Change

3. Challenges

- 3.1 To ensure that all young people, especially those from our Vulnerable Groups, make a supported and sustained transition to learning and training post-16. Our Vulnerable Groups include Teenage Parents, Students with Learning Difficulties and Disabilities, Young Offenders as well as Children Looked After/Care Leavers.
- 3.2 We must also ensure that our efforts are also directed at the Young People aged 18, as they form over half the number of Young People in Plymouth who are Not in Education, Employment or training (NEETs)

4. Labour Market Information

- 4.1 Plymouth's labour market continues to show signs of strength. The JSA claimant rate was 3.6% of the resident working age population in October 2012, below the UK average of 3.8%. The number of claimants has been declining since March 2012 – a total decline of almost 800 claimants. This is positive news and we would expect to see further falls as 2012 draws to a close, with seasonal factors (Christmas recruitment drive) leading to an increase in temporary opportunities. The key will be how the labour market responds in the New Year when this is factored out.
- 4.2 Of growing concern, the number of Plymouth residents claiming for over a year is relatively high – now standing at 1,725 or 27% of claimants. Broken down by age band this cohort is: 16-24 (26%); 25-49 (55%) and 50-64 (19%). Although not the largest contributor, the proportion aged 16-24 is well above the national equivalent (18%), reflecting the relatively high proportion of young claimants in the city (overall, the 16-24 year age group makes up 34% of total claimants against a UK average of 28%). Another notable characteristic is that 73% of the long-term unemployed in Plymouth are male.
- 4.3 In addition, it has been well documented that although unemployment is falling, this has largely been due to an increase in part-time working and 'underemployment' (skilled individuals in low skilled jobs). Although positive in keeping individuals attached to the labour market when economic conditions remain difficult, there may be implications for long-run growth potential.

CHILDREN'S TRUST BOARD

14 December 2012

Projects and activities to support employment
for young people



1. Inspire event

Inspire 12 is a one-stop-shop for 14 to 19 year olds and their parents to explore educational and vocational opportunities with locally based employers, FE/HE and training providers. The event is held in October each year in the Roland Levinsky Building at Plymouth University and is split into two sessions – throughout the day students come to the event with their schools and in the evening young people come with their parents.

The event offers exciting, vibrant and interactive ways to showcase career opportunities for students as well as further education, employment, higher education and apprenticeships routes. Students and parents also gain an insight into university life by booking onto the university tours hosted by University of Plymouth student Ambassadors.

This event is funded and organised by Plymouth City Council's 11-19 Schools and Settings team, in collaboration Careers South West, Tamar Education & Business Partnership. Additional support is provided by volunteer 'helpers' from City College Plymouth students, PCC Apprenticeship Ambassadors and Whiz Kidz students from their Bootcamp programme. All volunteers gain valuable employability and customer service skills from helping as reception and exhibition assistants. This year's event attracted in excess of 1450 visitors and forty exhibitors. Over 650 students from 15 Plymouth secondary, special schools and academies attended, along with an estimated 800 parents.

2. NEETS into Employment initiative (Bootcamp)

The NEETS into employment initiative is a partnership between Plymouth City Council's 11-19 team and Whiz Kidz, a Social Enterprise that successfully supports young people into employment and self-employment through various initiatives.

Commencing in May this year this initiative aims to support 25 NEETS, referred by CSW and JCP, into Apprenticeships, as well as providing 60 places to develop employability skills. The young people enrolled onto the scheme attend a 'Bootcamp', which consists of a one week intense programme to prepare them for the world of work. Key elements of the Bootcamp include intensive advice and guidance, core skills, real applications of maths, literacy, IT & communications, employer drop in, opportunities for work experience as well as help with practical skills such as CV writing, mock interviews and job applications.

This initiative forms part of the 11-19 team's Raising participation Plan and RPA funding helps to pay for the tutors and mentors engaged in delivering various elements of the programme, which includes raising confidence and self-esteem, interpersonal skills, self-employment, understanding the employers point of view, interview techniques as well as understanding personal and business financial management.

To date the initiative has placed six students into employment or apprenticeships, seven have gained valuable work experience placements and one has progressed into further learning. Students continue to receive mentoring and support when the Bootcamp finishes until they progress into learning, self-employment or employment.

3. Volunteer Mentor Training programme

The Volunteer Mentor Training programme runs from May to December 2012 and aims to recruit and train thirty inspirational people to build the capacity of skilled mentors to support some of the cities fast growing number of unemployed young people and NEETS aged 16-25. Since the programme commenced it has attracted some fantastic people from such diverse backgrounds as Human Resources, Youth Service, Voluntary, Private and Public sector workers, as well as the Sports and Medical professions.

The programme offers up to 20 hours of free training in eight modules to learn the skills needed to mentor young people and includes Safeguarding, Working with Young People, Conflict Management, and Re-enforcing competencies in modern CV writing and interview techniques.

Led by Plymouth City Council's 11-19 team its success to date is due to strong collaborations with delivery partners, who are Plymouth Adult and Community Learning Services and Whiz Kidz. The next steps to develop a Matching Service with Jobcentre Plus and Careers South West will be trialed in December and January.

4. NEET Prevention

The 11-19 team works collaboratively with partners to gain and influence funding to support the cities agenda to reduce NEETS. This includes:

- The 11-19 team continues to work alongside strategic partners on a regional and local basis to influence the development of programmes and projects to ensure programmes deliver opportunities for young people in Plymouth to successfully move into sustainable outcomes including HE/Apprenticeships and work.
- **European Social Fund (ESF):** The 11-19 team is providing Education Funding Agency details of the specific vulnerable groups, priority activities and support requirements to meet the needs of young people who are at risk of becoming NEET. This will ensure future ESF specifications will provide provision which delivers the appropriate:
 - Engagement activities that break down barriers to further learning
 - Student support activities
 - Young people's employability skills
 - Employer/placement brokerage
- **Gap in Provision:** The 11-19 Team successfully secured 70 additional 16-19 places for 2012/13 to provide places for young people without Post-16 offers or where offers have fallen through. This is supported by a newly formed Transition Panel that has supported engagement of 22 YPs in Sept/Oct. The panel will be working with the EFA's Youth Contract provider in the new-year to ensure the 80 places in this provision are targeted against our priority vulnerable groups.
- **11-19 Plan:** Focus two of the plan is improving our range, analysis and use of data. This includes our Risk of NEET Indicator (RoNI) which is used to identify the common factors/characteristics (such as SEN statements/persistence absences/attainment levels from KSI-KS4) of our 16/17 year olds and those that appear to be particularly linked to young people experiencing periods of NEET. This enables the LA advisers to influence secondary school heads and service leads to better target resources to support YR9/10/11 pupils with similar characteristics.

Author: Annie Singer November 2012



PLYMOUTH CHILDREN'S AND YOUNG PEOPLE'S TRUST BOARD REPORT

THE CHANGING LANDSCAPE OF CAREERS WORK

In this paper the term "careers guidance" will be used, as Ofsted uses it, to refer to the whole range of school based activities including careers education (normally delivered through lessons) and the small group or one to one guidance provided through a careers adviser.

High quality, impartial careers guidance brings substantial benefits to society and the economy. It does this by benefitting:

- **Individuals** so that they plan for sustainable careers that enable individual prosperity and community cohesion
- **Employers** so that they have a well matched and skilled workforce that enables them to be productive and competitive
- **Post-16, post-18 opportunity providers** so that dropouts are lowered and human and financial losses reduced because individuals know what they are applying to and where it leads
- **Government** so that people can prosper and contribute to the economy

Provision post the 2011 Education Act

The Education Act, which received Royal Assent on 15 November 2011, allows local authorities to retain their statutory duty to encourage, enable or assist young people's participation in education and training. The peninsula local authorities of Cornwall and the Isles of Scilly, Devon, Plymouth and Torbay have commissioned Careers South West to manage and deliver "Transition Support for Young People into Education, Employment and Training".

A one year contract for 2012-13 it provides youth support at 3 levels:

- **Early Intervention** for those at risk of not participating effectively in education and training. This group includes those whose aspirations do not relate to their abilities; who do not attend school regularly; who have learning difficulties or disabilities, who are unlikely to achieve as they should
- **Targeted** interventions with individual young people to make a successful and sustained transition post 16 and maximise engagement with education, training or employment. This may be a relatively short term piece of work that will seek to (re)engage the young person quickly where appropriate or provide longer term on-going support to young people whose needs require longer term support
- **Intensive** support for those facing substantial multiple problems preventing them from engaging with learning who are likely to be involved with a number of different professionals engaged in education, social welfare, health and housing. Young people in this category need youth support to take effective action on their behalf to help them gain access to a range of more specialist service, to ensure that barriers are addressed in a co-ordinated way and to maintain in contact with progress being made. Some young people receive daily key worker interventions and support for the whole family .

This contract essentially targets vulnerable young people i.e. those with multiple and complex needs demonstrating a history of low resilience and a lack of resourcefulness with respect to dealing with problems or challenges in their life.

The Act while removing the statutory responsibility for the provision of universal careers services or a Connexions service from local authorities, passes these range of duties to schools and colleges for the first time. With no additional funding to schools to cover the cost, it is highly likely that schools will seek to deliver their new responsibilities at the lowest possible cost and/or to the lowest number of students.

The division of roles between schools and local authorities for the first time splits the responsibilities for targeted services and universal services. This may prove to be unhelpful and confusing for young people and their families, as well as risking both duplication of and gaps in provision.

Level of provision

Due to financial and curriculum pressures most schools will find it difficult to deliver the independent, impartial and up to date careers guidance that the Act speaks of. It will cost each school more to deliver high standard careers guidance themselves than it would to commission an already up to speed external service operating with several schools, colleges, universities and training providers. One school in Plymouth has decided to deliver the service themselves, despite the statutory guidance which states that the service must be independent from the school, the rest have contracted Careers South West to deliver careers guidance. With some exceptions, most schools in Plymouth are buying in one to two days a week for work with years 8-13. This is considerably less than was provided previously by the local authority.

Quality

The quality of careers education provided by schools has for many years been variable. In schools the use of unqualified school or careers staff as careers co-ordinators with no clear career pathway is evidence of this. In 2010 Ofsted reported:

“In six of the 18 schools visited for this survey, the staff who taught careers education did not always have sufficient current knowledge of career paths or the world of work outside education to support students effectively or to challenge stereotypical career choices.”

Ofsted: “Moving through the system –information, advice and guidance” Report No.:080273 (2010) (Para 21 p12)

In Plymouth most careers coordinators are unqualified school staff without a careers qualification. A few schools in Plymouth are working with Careers South West to enable their careers coordinators to undertake a technician grade careers qualification. Careers South West is working with Plymouth Learning Trust (PLT) on basic and continuing professional development and setting up a careers association for the careers coordinators in Plymouth.

In the best schools quality awards are used to evidence best practice in careers guidance. The major quality award in England is the Investors in Careers award run by Careers South West. Assessment is based on standards required by legislation or nationally produced guidelines on good practice, so schools/colleges are not being asked to do anything that is not already established as being of value to their students. The award has been written and revised by careers education and guidance professionals, teachers and senior managers in schools and adopts an external assessor/panel approach. Most schools in Plymouth have this award and PLT has re-stated its commitment to the award.

Impartiality

Government has a particular concern about the nature of guidance provided by schools with sixth forms:

“Competition between institutions for students mean that schools with sixth forms tend to encourage students to stay in school, whereas these pressures are not present in schools without sixth forms”

- 53% of teachers do not feel confident giving advice about apprenticeships
- 62% of school leaders said they still have no firm plans in place
- many schools are planning to cut back on work experience at the same time as they take on their new responsibilities

Preparation for work – the work related learning curriculum

The recent Ofsted review of work experience (March 2012) reports that young people who take part in work experience or vocational study at school are more likely to succeed in an apprenticeship than those who have no exposure to the workplace. It is clear that meaningful work experience, vocational study and course tasters can contribute to improving life chances.

However the Government has endorsed all of the recommendations of Professor Wolf in her review of vocational education, including removal of the statutory duty to deliver work-related learning (e.g. work experience) to key stage 4 students. In addition the 1997 statutory duty on schools to provide a careers education programme for all students in years 9 to 11, extended to years 7 and 8 in 2004 will be repealed under the Education Act from September 2012.

Ministers still expect schools to provide careers education and work related-learning in order to contextualise careers guidance and ensure that it is not episodic. The issue will be one of sufficiency and targeting as schools step away for example from universal work experience, or make it optional for students to have a placement.

Evidence from Ofsted and quality assurance mechanisms such as Investor in Careers suggests that the most effective model for delivering careers and the work related curriculum is through separately timetabled elements with learning outcomes set within an integrated course of personal, social, health and economic (PSHE) education, taught by a team of specialist PSHE education teachers and supplemented by some suspended timetable activities such as curriculum days. This is not the model most schools adopt due to pressure on the curriculum and the lack of specialist knowledge.

Against a back drop of concern from employers nationally and locally during the last 6 years that young people do not have the employability skills that they require, employers and employer groups are concerned that schools may minimise access to the work related curriculum further and further reduce the level of employability skills of school and college leavers.

With effect from 1 September 2012 PLT has commissioned Careers South West to deliver work experience and elements of the work related curriculum. Considered by Heads in Plymouth as the bedrock for careers guidance, there is a will to retain as much of the careers education and work related curriculum as is possible. This is despite no additional funding being made available to fund the work due to the removal of national grant funding to cover the cost of work experience.

Trained guidance staff from CSW will put work experience preparation and debrief in the context of local and national opportunities and entry and progression routes into further, higher education and employment. We believe that this integrated model of work related and careers learning will embed the learning from work experience, inform learner choice, and is an exciting and innovative development.

Ofsted has called on the Department for Business, Innovation and Skills to develop “a national set of expectations” for the outcomes of work experience placements, ensuring all young people are prepared for work. Careers South West is working with PLT to develop a locally recognised set of expectations.

Careers South West is working with Mark Looker (PCC Worklessness Coordinator) to set up an Employer and Education Summit to understand and address employability skills issues within the city.

Choice at the end of compulsory schooling (DfES Research Report 414, 2003) p47 (Foskett and Hesketh 1997).

Under the previous centrally funded system there were situations in a limited number of cases where young people and independent careers advisers were put under pressure to direct applications to school sixth forms over other options. With the duty to provide careers guidance now moving to schools and where funding is a concern, impartiality could become more of an issue.

Face to face guidance

Until 1995 almost all young people were offered face-to-face careers guidance. With the advent of Connexions the situation varied widely across the country. In Plymouth Careers South West continued to find it possible to maintain this level of face-to-face contact within the budgets provided until the major cuts to the Area Based Grant in 2010, however Plymouth continued to be one of the better funded areas for careers work in schools, achieving around 50% face-to-face contact.

Statutory guidance issued alongside the Act implies that face-to-face careers guidance is “appropriate” for those facing difficult transitions rather than being a fundamental part of the decision making process for the majority of young people. The “Transition Support for Young People into Education, Employment and Training” contract for 2012/13 has reduced face-to-face contact to around 20%, being with the most vulnerable, and focused on those likely to disengage from learning. However with the level of contracted services from schools we can expect a significant deterioration in the levels of access to face-to-face careers guidance when compared with previous years, with the most able students possibly being the hardest hit. Given the economic recession, high levels of youth unemployment and high dropout rates from higher education, this is of concern.

The link between careers guidance and the choices young people make on leaving school

Research evidence reports that careers guidance can be a catalyst bringing a sense of urgency to decision making and that substantial evidence exists both in the UK and USA to show that careers guidance affects decision-making skills, self-awareness, opportunity awareness, certainty of decision making and decisiveness.

(Choice at the end of compulsory schooling (DfES Research Report 414, 2003; p42))

Maguire and Rennison (2005) found that young people who were NEET were less likely than those in post 16 learning to report having received formal guidance or to have attended a careers interview whilst at school.

(Sue Maguire and Jo Rennison (2005): 'Two years on: the destinations of young people who are not in education, employment or training at 16 – Journal of Youth Studies Volume 8 issue 2. (On line version available at: <http://www.informaworld.com/smpp/content~db=all~content=a713996633>)

In their study Simm et al.(2007) reported that early leavers from FE cited one of the main reasons for discontinuing was that the course was not what they had expected and that course switching was associated with restricted access to careers education and guidance.

(Claire Simm, Rosie Page, Linda Miller (2007): Reasons for Early Leaving from Further Education and Work-based Learning Courses – DCSF research report 849. (On line version available at: <https://www.education.gov.uk/publications/eOrderingDownload/RR849.pdf>)

Most individuals do not make confident career choices; lack of self and opportunity awareness and contacts is not just confined to the less traditionally prosperous, more so now than ever. The challenge for policy makers and funders is how to deal with reduced access to high quality independent careers guidance.

Schools' preparedness to deliver their new duties

The national picture reported in the *Times Educational Supplement* on 6th July 2012 reported that:

- almost half of teachers believed the quality and quantity of careers advice will deteriorate when the responsibility is passed to schools

The overall coherence of the careers guidance offered to young people

Even at the time of the report “*Choice at the end of compulsory schooling (DfES Research Report 414, 2003)*” the variability of provision in schools was seen to be an issue. This is likely to increase further with the dropping of the career related learning from the statutory curriculum and the reduction in contact from a qualified careers adviser in many schools from September 2012.

The majority of parents remain unaware of the changes from September 2012. Thresholds of vulnerability can be unclear to some school and other agency staff and to young people and their families; therefore there may be some difficulties in determining whether responsibility for careers guidance for a particular individual sits with a school or the local authority. Explaining who is responsible for what is likely to prove problematic.

As school models vary so much no sense of consistency or entitlement has been established as yet - what one school considers “sufficient” work experience or careers guidance is different from another. Plymouth Learning Trust is aware of this issue and will be working with Careers South West to understand and articulate entitlement. Funding entitlement is likely to continue to pose a challenge for most schools.

Overall the issues outlined in this paper are likely to make increasing aspiration, addressing youth unemployment, improving employability skills and increasing social mobility a more challenging series of tasks than they have been in the past.

This paper is based on evidence submitted to the House of Commons Education Committee short inquiry into careers guidance for young people with additional commentary added to enable the Plymouth context to be given to the Plymouth Children's and Young People's Trust Board.

Shirley Walker and John Davey
Careers South West
August 2012

**Agenda item****4.2**

Meeting	Plymouth Children and Young People's Trust Board
Date	14 December 2012
Title	Child Poverty
Responsible Officer	Candice Sainsbury – Senior Policy, Performance and Partnership Adviser
Purpose of Item	<p>The Children and Young People's Trust Board are requested to receive an overview of the upcoming Child Poverty consultation exercise</p> <p>Members have been asked to consider four questions in advance of the session and the consultation to reflect on their practice.</p>
Recommendations	<p>It is recommended that:</p> <ol style="list-style-type: none"> 1. Members ensure their own organisations take part in the Child Poverty Strategy 2. Members challenge their organisations on their current activities to reduce child poverty 3. Members promote the consultation within their networks
Consultation Record	
Meeting Notes:	

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