

CHILDREN'S SERVICES SCRUTINY REVIEW OF RPA – ACTION PLAN: 12 MONTH REVIEW

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SCRUTINY RECOMMENDATION		PROGRESS TO DATE – JUNE 2017	TIMESCALE
Careers Advice			
R1	All East Sussex schools should attain the Investors in Careers (IiC) standard for careers advice services, or an equivalent alternative, to demonstrate to Ofsted and ESCC that they operate careers advice to the standard required by the Department for Education (DfE) statutory guidance.	<p>Action: <i>1.1 All 27 schools encouraged and supported to work towards achieving full IiC accreditation (or equivalent)</i></p> <p>Completed and ongoing</p> <p>SLES have continued to encourage schools to work toward the IiC standard, by providing funding and support to achieve this award. To date 28 secondary schools and college have IiC accreditation. Historically our colleges have not engaged in IiC as they have their own matrix accreditation system, but this year Sussex Coast College Hastings have committed to achieving IiC and we hope to encourage our other colleges to participate as appropriate.</p>	Dec 16
R2	The Education Improvement Partnership Executive Committee should survey East Sussex schools to identify and disseminate examples of best practice for Careers Education, Information, Advice and Guidance (CEIAG) and in particular for the provision of work experience	<p>Completed and ongoing</p> <p>SLES co-ordinate and support a local CEIAG network, which consists of CEIAG leads from our schools and colleges and good practice is shared through these networks on a regular basis, as well as through individual meetings with schools via IiC assessment and work experience visits. In addition, as part of the Career Enterprise funded project, Progress, SLES have organised 3 x CPD events for CEIAG leads in school and colleges this academic year, sharing good practice both locally and nationally as well as updating on national policy. 58 schools leads have attended 2 of the CPD events and 1 more event is scheduled for end June 2017.</p>	Jul 16
R3	All schools should appoint a Governor as careers advice champion.	<p>Action: <i>3.1 CEIAG and employability sessions planned for Governor Area Meetings; will recommend Governor champions.</i></p>	Feb/Mar 2016

		<p>Completed and ongoing</p> <p>CEIAG sessions were delivered to Governors last year. Relevant CEIAG related information is also distributed via Governor newsletters and events. All the secondary schools that have the Investors In Careers award have an assigned Careers link Governor and a clear commitment from the school's Board of Governor to the liC award, this needs to be minuted as a requirement of the assessment process.</p>	
R4	<p>All year 10 pupils should be offered work experience placements in conjunction with local employers.</p>	<p>Partially completed</p> <p>SLES acknowledge the importance of work experience and have an effective work experience team that operates as a traded service. To date they have helped secure 2162 work placements for academic year 16/17 for Yr10 pupils; which is almost 45% of the total cohort now participating in work experience, compared to 35% two years ago. And for the first time this year, two of our colleges have signed up to our work experience service. 2784 young people in total (Yr10-Yr14) will have participated in work experience through our service by the end of this academic year.</p> <p>Despite increased pressure on budgets, schools have maintained their commitment to work experience, acknowledging the benefit of this opportunity for pupils as well as the quality of the services provided.</p> <p>There is a resource implication for schools to fund this recommendation. The current cost to schools is £270 for an annual subscription to the work experience service and £13.50 per student, per placement.</p> <p>This recommendation is only partially completed as schools make their own decisions about whether to offer work experience and this is dependent on school's own priorities and resources.</p>	<p>Mar 16</p>

Vulnerable Groups			
R5	<p>Schools, ESCC and its partners examine ways to support the 'next most at risk' young people who may not meet the official vulnerability criteria e.g. by expanding services in schools, subject to funding.</p>	<p>Actions:</p> <p><i>5.1 SLES to undertake more analysis of hard and soft data to help identify those most at risk</i></p> <p><i>5.2 Consider revising the schools Risk of NEET Indicator (RONI) and review discussions with colleges again re. post16 RONI</i></p> <p><i>Ongoing</i></p> <p>A review of our RONI indicators is currently being completed, based on further analysis of our NEET cohort. Young people will then be identified on our database system with a corresponding RONI score.</p> <p>Post16 RONI: Although keen, the colleges have no capacity currently to develop a Post16 RONI at this time, though developments of their own databases do mean that they have their own systems for flagging students at risk.</p> <p><i>5.2 SLES to work with colleges and schools to ensure that Youth Employability Service (YES) help support those most at risk of dropping out of school/college</i></p> <p><i>Completed and Ongoing</i></p> <p>YES have partnership agreements with all our colleges. They also provide drop-in sessions onsite at Sussex Downs College & Sussex Coast College for anyone at risk of dropping out of college and/or those unsure about their next steps. YES undertake joint working with colleges to inform the training programme design and content. YES are also a delivery partner for National Citizens Service Programme which help build skills and confidence and ensure young people remain engaged during the summer and other key points in the year. YES are now contracted to work with all our 16 & 17 year old who are NEET or at risk of becoming NEET and those whose situation is</p>	<p><i>Jan 17</i></p> <p><i>Jan 17</i></p> <p><i>Dec16</i></p>

		<p>Not Known. They also work very closely with our schools to ensure that those identified as at risk in Yr11 make a successful transition to post16 learning. This year YES have received over 700 referrals from schools. This has almost doubled - not because we suspect more are at risk of becoming NEET, but because as recommended by Scrutiny Review Board we are also now targeting the 'next most at risk'.</p>	
R6	<p>ESCC and its partners explore how mental health awareness and support services to vulnerable young people in schools and colleges could be enhanced.</p>	<p><i>Actions:</i> <i>6.1 Link to new national £3 million pilot which aims to have a mental health champion appointed by every school.</i></p> <p>Ongoing</p> <p>Acknowledging the Future in Mind priority of promoting resilience, prevention and early intervention, we have worked closely with our Public Health colleagues who have been leading on introducing a schools workstream to the Children and Young People's emotional and mental health transformation plan for East Sussex.</p> <p>Mental Health was also identified as a priority within our new 16-19 Strategy and also within the post-16 Education Improvement Partnership Action Plan, both citing that staff in schools, colleges and post16 providers, were seeing an increase in the prevalence of young people presenting with mental health needs. Funding was identified to provide the Mental Health First Aid, train the trainer course, which is widely acknowledged as good quality and we now have 8 staff from schools, colleges and YES undertaking the training.</p> <p>Any pupil who has been supported by the Education Support, Behaviour and Attendance Service (EBAS) will be automatically be referred to YES towards the end of Yr 11, if this has not already happened.</p> <p>Home Educated: Introductory letters are to be drafted by the Teaching and Learning Provision Team (in I-SEND), in partnership with YES and sent to young people and/or their parents carers, to introduce the YES team and encourage them to utilise their services. We will also include details of how to</p>	Dec 2016

		access more general information about post16 education and employment options.	
R7	Post 16 providers and ESCC take into account the difficulty some young people, from the northern and western parts of the county, experience in paying for travel to access suitable post 16 provision when targeting travel support.	<p>Completed and ongoing</p> <p>SLES continue to work with post 16 providers to ensure that provision is as accessible as possible. This includes ensuring the post-16 Providers utilise their 16-19 bursary to support access and promoting other schemes such as Wheels2Work. Information about these scheme are promoted via our networks and on our websites. SLES also encourage post16 providers to consider alternative locations. For example one of the DWP/EFA contractors was encouraged to sub-contact to a local provider in the rural area of Wealden.</p>	Jul 2016
Meeting Employers' Needs			
R8	Commend the idea of an Employability Passport and encourage its swift development. Work should be undertaken where possible to make the Employability Passport regionally and nationally accepted and recognised.	<p><i>Actions</i></p> <p><i>8.1 Employability Passport pilot to be completed by Sept 2016:</i></p> <p>Completed</p> <p><i>8.2 Independent evaluation of our Employability Passport to be completed by October 2016, this will include bringing together learning from Mozilla and Careers Enterprise development/pilots:</i></p> <p>Completed</p> <p><i>8.3 Employability Passport to be rolled out from academic year 16/17</i></p> <p>Ongoing</p> <p>Significant delays: The Careers and Enterprise Company announced they would be launching a national 'Enterprise Passport' and there were significant delays in them finalising their plans, which in the end did not meet the needs of our Employability Passport. We have now included a bid for ESF funding to</p>	<p>Sept 16</p> <p>Oct 16</p> <p>Sept 2017</p>

		support a roll out of an electronic version (Mozilla Badges), currently being used by Sussex Downs College.	
R9	Promote a single point of contact for businesses eager to be involved in work experience opportunities possibly through the new Enterprise Advisor Coordinator post or expansion of the ESCC work experience service.	<p>Completed and ongoing</p> <p>SLES were successful in a bid to secure Enterprise Co-ordinator posts as part of the Government's Career Enterprise Company (CEC), which was set up to improve links between schools and employers. These Enterprise Co-ordinators, whose role is to recruit and support a network of volunteer Enterprise Advisors from the business community and link them to local schools, are currently funded to March 2018 (with 50% match from ESCC). CEC have offered a further 50% to extend the 2 posts until 2020 We are currently seeking funding to help secure the match.(Refer to R12).</p> <p>The Enterprise Advisor Network is well established. To date 37 schools/ colleges now engaged, 36 Enterprise Advisor recruited and 29 matched.</p> <p>Our Enterprise Co-ordinators & Employability & Skills Manager were invited to participate in a Q&A panel at the national CEC event in May, along with one of our schools and 2 employers, to share with delegates the work taking place in our county in relation to the skills agenda and ensuring our employer help drive this through a range of activities and events with our schools. And two of our employers were shortlisted for Enterprise Advisor awards at the event: AXA PPP Healthcare won the award in the SME category and East Sussex Highways; Costain/CH2M were highly commended in their category (large employer).</p>	Sept 2016
R10	The Standards and Learning Effectiveness Service (SLES) be requested to seek to match the demand and supply of traineeships to identify whether current provision can be expanded, and together with partners, seek to moderate the high expectations of employers	<p><i>Actions:</i></p> <p><i>10.1 Work with colleges and training providers to improve the take up of Traineeships</i></p> <p><i>10.2 Increase the number of young people on Traineeship</i></p>	Dec 2016

	regarding apprenticeships.	<p>Completed and Ongoing</p> <p>The offer and take up of Traineeships nationally has been exceptionally low, initially this was due to restrictions in which providers could actually deliver Traineeships and then more recently on the pressure to ensure that those on Traineeship do actually progress into an Apprenticeship, so providers have been reluctant to deliver them and young people not attracted by the offer. However more Traineeships are now on offer and there has been an increase in take up from only 8, 16-17yr olds on a Traineeship in May 2016 compared to 23 in May 2017.</p>	
R11	Actively encourage the extension of the provision of Careers Fairs (including apprenticeships), following an evaluation of the Sussex Chambers events, to create a network of Careers Fairs to serve all schools across the County.	<p><i>Actions</i></p> <p><i>11.1 SLES to support the Sussex Chambers and other good quality Careers Fairs</i></p> <p>Completed and ongoing</p> <p>SLES have no dedicated resource to support these events, but we have continued to commit staff time and expertise to help co-ordinate, promote, attend and contribute to the planning and implementation of career events and fairs across East Sussex.</p> <p>Over the past year this has included the Bexhill Chambers Careers Fair, Hastings Chambers Careers Fair, Big Futures Careers Fair and Wealden Careers Fair. We have also organised our own events through our Careers Enterprise Company funded project 'Progress', this has included 'Open Doors', a programme of site visits to employer premises where talks and demonstrations are given. 'Open Doors' introduces young people to the workplace and opens their eyes to the range of possibilities in terms of learning and career paths. We have also organised STEAMfest – a festival of learning and aspiration activities that promote Science, Technology, Engineering, Arts & Mathematics, aiming to inspire young people to take up learning and careers in the engineering/science/digital sectors (as well as</p>	Dec 2016

		challenge gender stereotypes).	
R12	Seek longer term funding for the Skills East Sussex Enterprise Advisor project, upon successful completion of the pilot scheme.	<p>Completed and ongoing</p> <p>The Careers Enterprise Company (CEC) are offering a further 50% match funding to extend the two Enterprise Co-ordinator posts to 2020. SLES are currently working with our SELEP lead (Louise Aitken), to identify potential sources for match, as well as with Skills East Sussex and ESCC External Funding Team.</p> <p>Full funding has been secured through CEC for an additional Enterprise Co-ordinator post in Hastings as part of the Hastings Opportunity Area programme and we currently in the process of recruiting to this post.</p>	<i>Jul 2016</i>