

**These minutes are subject to confirmation by the Children, Education and Skills
Sub-committee on 16 November 2015**

Children, Education and Skills Sub-committee

19 October 2015

Present: Councillor M Madden (Chair)
Councillors K Bolger, C Davis, M A Green,
G Madden, P Oliver, J O'Shea and M Thirlaway.

Mrs M Ord	Parent Governor Representative
Mrs J Little	Parent Governor Representative
Rev. M Vine	Church Representative

CES18/10/15 Apologies

Apologies for absence were received from Councillors P Brooks, K Clark, D Lilly, P McIntyre and J Munby and Mr G O'Hanlon, Church Representative.

CES19/10/15 Substitute Members

Pursuant to the Council's Constitution the appointment of the following substitute member was reported:

Councillor J O'Shea for Councillor K Clark.

CES20/10/15 Declarations of Interest

There were no declarations of interest made or dispensations reported.

CES21/10/15 Minutes

Resolved that the minutes of the previous meeting held on 20 July 2015 were confirmed as a correct record and signed by the Chair.

CES22/10/15 Careers Champions

At its meeting on 20 October 2014, the Sub-committee received a report on the curriculum in schools for pupils aged 14-19. During the discussion, reference was made to a pilot for Careers Education Champions. The Sub-committee had received an update on the progress of the pilot in March 2015 and the latest information was submitted to this meeting (previous minutes CES20/10/14 and CES42/03/15).

The sub-committee was reminded that the Careers Education: Information, Advice and Guidance (CEIAG) Champions pilot was an initiative of the North East Combined Authority (NECA) and had been funded by the North East Local Enterprise Partnership (NELEP) to

develop quality assured and improved careers information, advice and guidance in schools. The pilot had attracted volunteer champions from 21 schools in the NECA area and had been expected to conclude in September 2015; however due to the work involved in achieving the qualification this had been extended until December 2015.

The staff involved from the two North Tyneside schools involved in the pilot (Churchill Community College and Seaton Burn Community School) had both gained stage 1 of the award and were about to be assessed for stage 2; it was anticipated that they would have achieved their final stage 3 'Gold Award' by early 2016. The key members of staff with responsibility for the coordination of careers activities from both schools had also achieved the nationally recognised Level 6 Diploma in Careers Guidance and Development.

The Champions who had participated in the pilot had concluded that the work undertaken was worthwhile and provided a good framework for careers education in school. Churchill Community School's champion presented their approach and outcomes to an all schools head teacher's briefing for their consideration and once both schools had achieved their Gold Award all school careers leaders would be invited to a workshop to explore good practice and encourage schools to adopt the approach from the pilot.

The Sub-committee was also informed about two other regional projects relating to careers advice and support within schools. One was the Gatsby Foundation, being led by the NELEP, which was testing a set of benchmarks developed by the University of York to lead the development of good practice in careers education. Churchill Community College was one of the 16 schools and colleges to be selected and were being audited against the benchmarks. The other was after a successful bid to the National Careers and Enterprise Company to be part of the Enterprise Advisor Programme which would enable high calibre volunteers from business to work directly with the senior leadership teams in secondary schools and colleges to support more effective connections to the world of work. A detailed project plan was being developed and it was intended in time that every young person would be able to access work relates interventions at various points in their school life.

Questions were asked regarding the monitoring of the success of these projects; the quality of apprenticeships on offer and what steps would be taken to ensure that all career options, especially aspirational options, were explained to young people and not just those that were required by the local economy.

It was clarified that schools controlled their own careers advice offer and monitoring the impact would be difficult; the intention of all of the programmes was to improve the services available to schools and young people to make the options easier to understand and improve the overall experience of seeking careers advice. Young people had been involved in the discussion on developing the changes through the Youth Council and sessions at the State of the Area conference.

Members supported the intentions of the various projects as careers advice was an important part of school life and could be an effective and good way to get up to date facts about careers and job opportunities to young people. The important part families played in influencing young people and their choices at this critical stage and informing them of current requirements and possibilities was also noted.

It was **agreed** to note the information provided on the Careers Education: Information, Advice and Guidance (CEIAG) Champions pilot.

CES23/10/15 Ready for Work and Life

As part of its Creating a Brighter Future programme the Authority had been working on four service redesign projects: Ready for School; Ready for Work and Life; Cared for Safeguarded and Healthy; and Great Place to Live, Work and Visit. The programme reflected the three themes of the Our North Tyneside Plan which were: Our People, Our Places and Our Economy.

The key principles of the Ready for Work and Life Theme were:

- The vast majority of young people and adults in North Tyneside will do well in education, employment and training with universal support.
- Providing high quality and simple information; advice and guidance is key.
- Understanding and experiencing the world of work from a young age is crucial to setting aspirations.
- Narrowing the gap for the most vulnerable and their peers.

The project board, which had recently amalgamated with the Ready for School working group, had reviewed what the authority currently delivered, how increased efficiencies could be realised and how to work better with external partners to support more residents and young people to be ready for work and life. It was recognised that businesses played a key role in supporting young people to prepare for work and through the Business Forum a group of more than 20 employers had volunteered to engage directly with schools via the Schools to Work Programme. This programme allowed young people to meet local businesspeople and raised awareness of local opportunities; what employers need; how to prepare for getting a job and also to challenge employers to recruit from local schools.

A young person's 'entitlement' to ensure all young people were ready for work had been produced which had 31 points under the headings of Skills; Attitude and Dispositions; Experience; Emotional Wellbeing; and Physical Wellbeing. The points related to a wide range of experiences and activities; for example three of the points are: be able to communicate their needs by speaking and writing; have access to and manage a bank account; and be able to keep themselves safe.

The additional support and opportunities to be made available to looked after children and formerly looked after children was clarified and also that the local authority was to increase the number of work experience opportunities to be made available to those young people.

It was **agreed** to note the information provided on the Ready for Work and Life Theme of the Creating a Brighter Future Programme.

CES24/10/15 Troubled Families Programme

At the 16 March 2015 meeting the Sub-committee had agreed to monitor the second Troubled Families programme by receiving a report at least annually on its progress and development during its lifetime (previous minute CES41/03/15). The Senior Manager of Prevention, Early Intervention and Support Services attended the meeting to provide an update on the work undertaken so far.

The work undertaken as part of the first Troubled Families programme had been very successful. In 2012 it was identified that some families, whilst known to some services, were being worked with by different agencies in isolation from one another and with only one member of the family. To create a more holistic approach to helping those families the first Troubled Families (TF) programme (2012 - 2015) was created and to deliver the programme the local authority created the 'Family Partner' role which meant that instead of the family having many plans from many different services with various officers (e.g. health, probation services, education welfare) there was one plan and one person working with the family to co-ordinate it all and provide support.

Families for the programme were identified by data rather than any perceived or actual need. If the family met 2 out of 3 criteria (poor school attendance, anti-social behaviour or crime and worklessness) they were included in the programme. The TF programme was a 'payment by results' (PBR) programme which meant the local authority received the funding once the family was 'turned around' and the presenting issues had reduced or no longer existed. In the first 3 years of the programme the Family Partners had delivered a much more successful model of intervention with families than previously and the authority's PBR claim was 97.3%. which equated to all but three out of the 460 families identified.

North Tyneside would begin the second TF programme (2015-2020) with the target of 1480 families, 326 in the first year. The criteria had been expanded to include domestic violence, parents and children with health problems and 'children who need help'. The definition of these additional criteria had been developed and produced in the North Tyneside Troubled Families Outcome Plan which set out the priorities in relation to the criteria, the data sets to be used for identification and the claim, and the time period for the claim. This could be shared with the Sub-committee if requested.

The second programme was governed through a multi agency strategic group reporting to the North Tyneside Strategic Partnership and required a new way of working across various agencies and departments. A key element was to identify who else could work as a family partner rather than only expanding the numbers of local authority staff; for example staff from the police, JobCentrePlus or schools. Other challenges included ensuring only those families which met the required 'need' were prioritised and allowing staff the time to work with the families and develop skills to create sustainable change.

Clarification was sought on the practicalities of using the police in the family partner role; the potential for the programme to become overwhelmed and not achieve as good a result with the new cohort because of the significantly increased numbers; the potential for payments to be clawed back if the results are not sustained; and what happened to the families once the local authority had received their payment.

It was explained that all options for working differently were being explored to ensure that the most efficient way of engaging the families was being used; whilst the number of families had increased the family partner did not replace the specialist services, they acted as a co-ordinator so the family was receiving the right support at the right time for them. Having partner organisations take on the role family partner was key as they had relationships with families too; but if one particular family partner wasn't working the family partner would be changed. Before a claim was made it was assessed by internal audit to ensure the claim was sound. Once the claim had been paid the family wasn't formally tracked as an important part of the work was 'normalising' the family and their relationship with mainstream services so they were able and willing to get the support they needed on their own. It was reiterated that it was not a referral programme but a data programme and the families had to meet certain criteria to be included in the scheme.

Members expressed support for the programme and wished the team well. It was commented that a number of the families who had participated in the first programme had spoken at the state of the Area Conference in 2014 and been very impressive, they had been missed at this year's event as Members valued the opportunity of hearing first hand experiences about the authority's programmes.

It was **agreed** (1) to note the information provided on the Troubled Families Programme 2015-2020;
(2) to continue to receive updates on the Troubled Families Programme throughout its duration; and
(3) for the North Tyneside Troubled Families Outcome Plan to be circulated to the Sub-committee.

CES25/10/15 Creating a Brighter Future Programme

The Sub-committee considered a report which provided an update on the Creating a Brighter Future (CBF) Programme in relation to projects associated with Children, Education and Skills for 2015/16.

Appendix 1 of the report outlined the status in August 2015 of the projects and associated actions in relation to the themes of the CBF programme which connected to the Commissioning and Investment and the Children, Young People and Learning service areas, namely elements of Ready for School; Ready for Work and Life; and Cared For, Safeguarded and Healthy.

Good progress was being made on eight of the nine projects with significant savings being made; however one project, on the out of the borough short break placements for looked after children, was off track. The proposals for Edwin Grove (a small home for younger adults who needed care and support to live independently) had been put on hold to ensure that they fitted with the longer term model for looked after children services. This meant that the current estimate of deliverable savings for 2015/16 had a shortfall of approximately £190,000. A specific project group had been established to monitor progress closely.

It was **agreed** that the progress made in relation to the Creating a Brighter Future Programme be noted.