





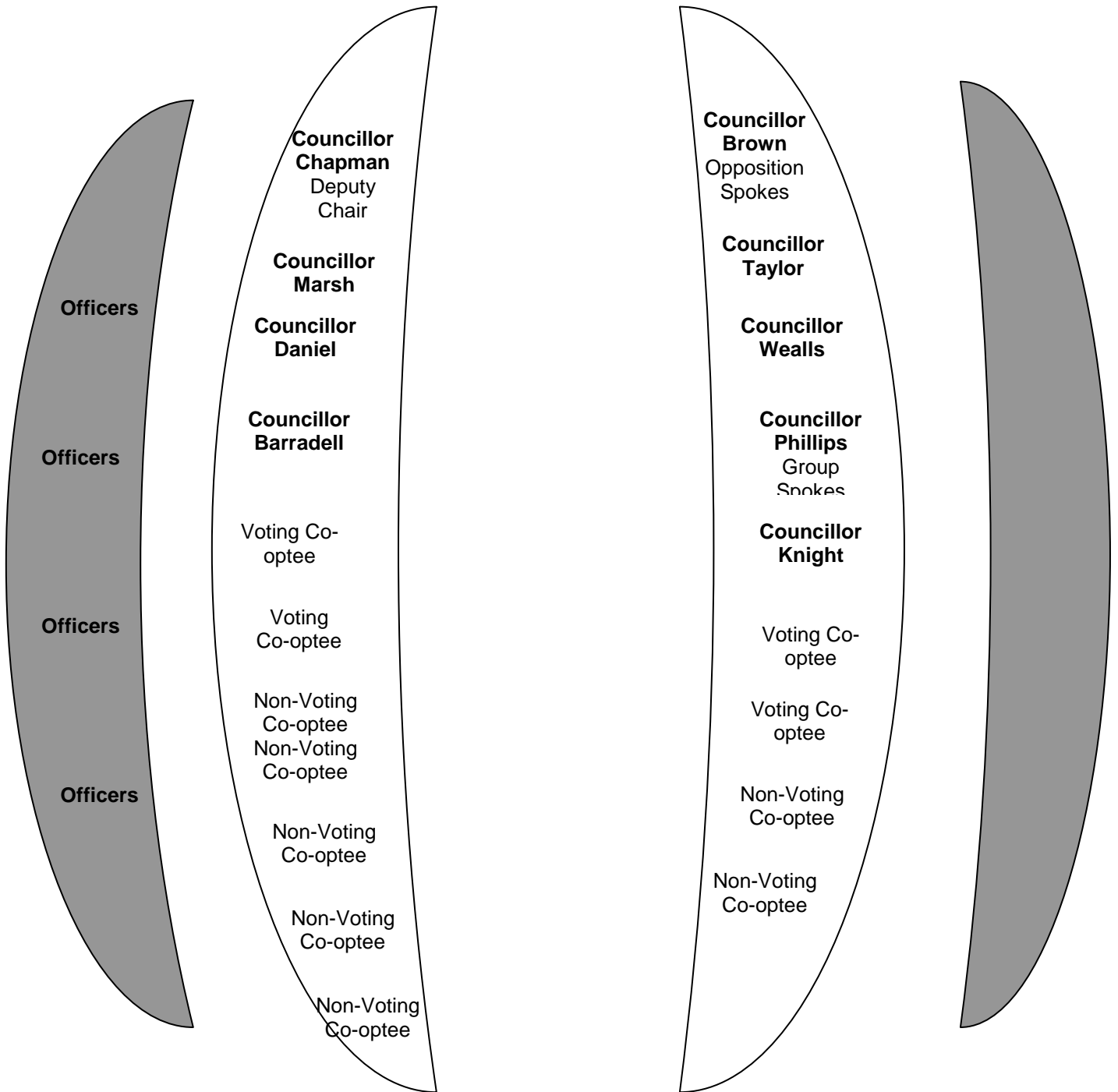
Brighton & Hove
City Council

Children, Young People & Skills Committee

Title:	Children, Young People & Skills Committee
Date:	7 March 2016
Time:	4.00pm
Venue	Friends Meeting House, Ship Street, Brighton
Members:	Councillors: Bewick (Chair), Chapman (Deputy Chair), Brown (Opposition Spokesperson), Phillips (Group Spokesperson), Barradell, Daniel, Knight, Marsh, Taylor and Wealls
	Voting Co-opted Members: Ann Holt, Martin Jones, Amanda Mortensen and Marie Ryan
	Non-Voting Co-opted Members: Ben Glazebrook (Young Peoples Centre) and Two Representatives Youth Council
Contact:	Lisa Johnson Senior Democratic Services Officer 01273 291228 lisa.johnson@brighton-hove.gov.uk
	The Town Hall has facilities for wheelchair users, including lifts and toilets
	An Induction loop operates to enhance sound for anyone wearing a hearing aid or using a transmitter and infra red hearing aids are available for use during the meeting. If you require any further information or assistance, please contact the receptionist on arrival.
	FIRE / EMERGENCY EVACUATION PROCEDURE If the fire alarm sounds continuously, or if you are instructed to do so, you must leave the building by the nearest available exit. You will be directed to the nearest exit by council staff. It is vital that you follow their instructions: <ul style="list-style-type: none">• You should proceed calmly; do not run and do not use the lifts;• Do not stop to collect personal belongings;• Once you are outside, please do not wait immediately next to the building, but move some distance away and await further instructions; and• Do not re-enter the building until told that it is safe to do so.

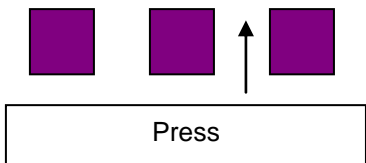
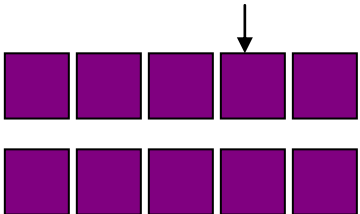
Democratic Services: Children, Young People & Skills Committee

AD of Children's Services	ED of Children's Services	Councillor Bewick Chair	Legal Officer	Democratic Services Officer
---------------------------	---------------------------	-----------------------------------	---------------	-----------------------------



Presenting Officer & Public Speaker	Presenting Officer & Public Speaker
-------------------------------------	-------------------------------------

Public Seating



AGENDA

63 PROCEDURAL BUSINESS

(a) Declaration of Substitutes: Where Councillors are unable to attend a meeting, a substitute Member from the same Political Group may attend, speak and vote in their place for that meeting.

(b) Declarations of Interest:

- (a) Disclosable pecuniary interests;
- (b) Any other interests required to be registered under the local code;
- (c) Any other general interest as a result of which a decision on the matter might reasonably be regarded as affecting you or a partner more than a majority of other people or businesses in the ward/s affected by the decision.

In each case, you need to declare

- (i) the item on the agenda the interest relates to;
- (ii) the nature of the interest; and
- (iii) whether it is a disclosable pecuniary interest or some other interest.

If unsure, Members should seek advice from the committee lawyer or administrator preferably before the meeting.

(c) Exclusion of Press and Public: To consider whether, in view of the nature of the business to be transacted, or the nature of the proceedings, the press and public should be excluded from the meeting when any of the following items are under consideration.

NOTE: *Any item appearing in Part Two of the Agenda states in its heading the category under which the information disclosed in the report is exempt from disclosure and therefore not available to the public.*

A list and description of the exempt categories is available for public inspection at Brighton and Hove Town Halls.

64 MINUTES

1 - 18

To consider the minutes of the meeting held on 11 January 2016 (copy attached).

65 CHAIR'S COMMUNICATIONS

66 CALL OVER

CHILDREN, YOUNG PEOPLE & SKILLS COMMITTEE

- (a) Items (69 – 76) will be read out at the meeting and Members invited to reserve the items for consideration.
- (b) Those items not reserved will be taken as having been received and the reports' recommendations agreed.

67 PUBLIC INVOLVEMENT

To consider the following matters raised by members of the public:

- (a) **Petitions:** to receive any petitions presented to the full council or at the meeting itself;
- (b) **Written Questions:** to receive any questions submitted by the due date of 12 noon on the 29 February 2016;
- (c) **Deputations:** to receive any deputations submitted by the due date of 12 noon on the 29 February 2016.

68 MEMBER INVOLVEMENT

To consider the following matters raised by Councillors:

- (a) **Petitions:** to receive any petitions submitted to the full Council or at the meeting itself;
- (b) **Written Questions:** to consider any written questions;
- (c) **Letters:** to consider any letters;
- (d) **Notices of Motion:** to consider any Notices of Motion referred from Council or submitted directly to the Committee.

STRATEGIC PRIORITY 1

Ensure that the most vulnerable and disadvantaged children receive the council's support, consolidating services where possible, and targeting resources at those most in need.

69 OFSTED INSPECTION

Verbal Update on any Ofsted Inspections held since the last meeting of the Committee

70 REVIEW OF LEARNING SUPPORT SERVICES

Report of the Executive Director of Children's Services (copy to follow)

Contact Officer: Regan Delf
Ward(s) Affected: All Wards

Tel: 01273 293504

CHILDREN, YOUNG PEOPLE & SKILLS COMMITTEE

71 SCHOOL ADMISSION ARRANGEMENTS

Report of the Executive Director of Children's Services (copy to follow)

Contact Officer: Richard Barker

Tel: 01273 290732

Ward(s) Affected: All Wards

72 EDUCATION CAPITAL RESOURCES AND CAPITAL INVESTMENT PROGRAMME 2016/2017

19 - 34

Report of the Executive Director of Children's Services (copy attached)

Contact Officer: Richard Barker

Tel: 01273 290732

Ward Affected: All Wards

73 YOUTH SERVICE REVIEW

Report of the Executive Director of Children's Services (copy to follow)

Contact Officer: Steve Barton

Tel: 01273 296105

Ward(s) Affected: All Wards

STRATEGIC PRIORITY 2

Take the Council on an improvement journey to achieve excellent services for children and young people by 2019, as rated by Ofsted

74 EXTERNAL SCRUTINY OF CHILDREN'S SERVICES

35 - 46

Report of the Executive Director of Children's Services (copy attached)

Contact Officer: Carolyn Bristow

Tel: 01273 293736

Ward(s) Affected: All Wards

STRATEGIC PRIORITY 3

Provide greater challenge and support to council maintained schools to close the disadvantage and educational attainment gaps, including a focus on STEM subjects (Science, Technology, Engineering and Mathematics)

75 STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION (SACRE) ANNUAL REPORT

47 - 52

Report of the Executive Director of Children's Services (copy attached)

Contact Officer: Hilary Ferries

Tel: 01273 293738

Ward Affected: All Wards

STRATEGIC PRIORITY 4

Eliminate long-term youth unemployment (18-24 years old) and boost apprenticeships in the city by 2019

76 CITY EMPLOYMENT & SKILLS PLAN AND AREA REVIEW UPDATE 53 - 118

Report of the Executive Director of Children's Services (copy attached)

Contact Officer: Emma Jones

Tel: 01273 295074

Ward Affected: All Wards

77 ITEMS REFERRED FOR COUNCIL

To consider items to be submitted to the 21 July 2016 Council meeting for information.

In accordance with Procedure Rule 24.3a, the Committee may determine that any item is to be included in its report to Council. In addition, any Group may specify one further item to be included by notifying the Chief Executive no later than 10am on the eighth working day before the Council meeting at which the report is to be made, or if the Committee meeting take place after this deadline, immediately at the conclusion of the Committee meeting

The City Council actively welcomes members of the public and the press to attend its meetings and holds as many of its meetings as possible in public. Provision is also made on the agendas for public questions to committees and details of how questions can be raised can be found on the website and/or on agendas for the meetings.

The closing date for receipt of public questions and deputations for the next meeting is 12 noon on the fifth working day before the meeting.

Agendas and minutes are published on the council's website www.brighton-hove.gov.uk. Agendas are available to view five working days prior to the meeting date.

Electronic agendas can also be accessed through our meetings app available through www.moderngov.co.uk

Meeting papers can be provided, on request, in large print, in Braille, on audio tape or on disc, or translated into any other language as requested.

If you have any queries regarding this, please contact the Head of Democratic Services or the designated Democratic Services Officer listed on the agenda.

For further details and general enquiries about this meeting contact Lisa Johnson, (01273 291228, email lisa.johnson@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk.

BRIGHTON & HOVE CITY COUNCIL
CHILDREN, YOUNG PEOPLE & SKILLS COMMITTEE

4.00pm 11 JANUARY 2016

FRIENDS MEETING HOUSE, SHIP STREET, BRIGHTON

MINUTES

Present:

Councillors

Councillor Bewick (Chair), Chapman (Deputy Chair), Brown (Opposition Spokesperson), Philips (Group Spokesperson), Barradell, Daniel, Knight, O'Quinn, Taylor and Wealls

Voting Co-Optees

A Holt and M Jones

Non-Voting Co-optees

B Glazebrook, S Sjuve, K Darvas and K Kybble

PART ONE

48 PROCEDURAL BUSINESS

48(a) Declarations of substitutes

48.1 Councillor O'Quinn declared that she was substituting for Councillor Marsh

48(b) Declarations of interest

48.2 There were no declarations of interest

48(c) Exclusion of press and public

48.3 In accordance with section 100A of the Local Government Act 1972 ("the Act"), the Committee considered whether the press and public should be excluded from the meeting during an item of business on the grounds that it was likely, in view of the business to be transacted or the nature of proceedings, that if members of the press and public were present during that item, there would be disclosure to them of confidential information (as defined in section 100A(3) of the Act) or exempt information (as defined in section 100(I) of the Act).

48.4 **RESOLVED-** That the press and public not be excluded

49 MINUTES

49.1 Councillor Daniels referred to paragraph 42.7 of the Minutes of the Children Young People & Skills Committee held on 16 November 2015, and said that it should read 'Councillor Daniel said the Labour Group would not support the amendment as it did not improve the recommendation and it was not helpful to name a specific organisation and would therefore abstain from voting to agree the proposed amendment'.

49.2 Councillor Wealls referred to paragraph 44.4 of the Minutes of the Children Young People & Skills Committee held on 16 November 2015 and said he referred to unauthorised absence as being 'high' rather than 'low'.

49.3 RESOLVED:

- (i) That subject to the amendments above, the Minutes of the Children Young People & Skills Committee meeting held on 16 November 2015 be agreed as a correct record.
- (ii) That the Minutes of the Joint Health & Wellbeing and Children Young People & Skills Committee meeting held on 10 November 2015 be agreed as a correct record.

50 CHAIR'S COMMUNICATIONS

50.1 The Chair stated:

Since this committee first met in June 2015, after the May local elections, there has been a lot of activity and a number of achievements to report on. These are too numerous to provide in detail here, so I have tasked officers with a report to be brought to the June 2016 meeting of this committee to set out our progress and achievements for the year.

Companies often report bi-annually to their customers and stakeholders on progress, and I believe it is important that we also report via this committee on what progress we are making against the four strategic priorities agreed by the Administration in the area of children, young people and skills.

Our priorities, and what we would invite you to hold us to account on, is to target increasingly stretched council budgets and public resources on the most vulnerable and disadvantaged in our community; second, we want to take this council on an improvement journey so that Ofsted grades our children's services as at least good or outstanding by 2019; third, it is important that we continue to work collaboratively with our schools to raise attainment standards, closing the gap; and fourth, we want to end the scourge of long-term youth unemployment in the city by 2020, by boosting apprenticeships and reforming the youth offer.

Over the last 6 months we've seen some great individual school and residential home Ofsted inspection reports. The percentage of children attending good and outstanding schools in Brighton and Hove is higher than the national average with primary schools doing particularly well.

- There are no inadequate schools in the city
- We had very good 2015 exam results with GCSE results being the most improved in the country – now both Key Stage 2 & Key Stage 4 results are well above national average.
 - The percentage of young people entering the criminal justice system is now the second lowest in the country.
 - Our Early Years offer continues to be very strong with one of the highest percentage take up of free nursery provision in the country at 90%
 - We have seen further reductions in the number of permanent and temporary school exclusions together with improving school attendance.
 - The Pride Buddies pilot project was a great success in August. Police and other agencies praised the work of children's services staff in providing support to young people. On the same day the prize for the best float was awarded to our young people's float
-
- We have started a pilot in several schools across the city to better support those children & young people with emotional wellbeing and mental health issues. We hope to roll this out across all schools in time
 - In October the new model of practice in social work was launched - this new way of working ensures consistent unbroken support for vulnerable children and young people
 - A Children & Young People's Health and Wellbeing strategy has been developed between the local authority and the clinical commissioning group which sets out expectations on how partners will work together to achieve joint priorities
 - Last term ended with a great Christmas concert involving hundreds of young people facilitated by our excellent Music Service

I would like to put on record our thanks to all those involved in delivering these achievements, including our officers, teachers and staff.

There have been some major challenges too. We inherited a budget from the previous council that quickly began to overspend, including in children's services, until we took aggressive action to get things back on track. Similarly, our children's services are not immune from the decimation of local government finances undertaken by this Government since 2010.

It is interesting to note that the independent Children's Commissioner has recently warned central government to think again about cuts to children's centres, like the kind, sadly, we are discussing here in committee today.

Despite these difficulties, we are acting with our social democratic values and fairness agenda in mind:

- Setting a four-year budget strategy to bring more certainty to council finances
- We are planning to protect the part of the youth service budget that commissions support from the community and voluntary sectors
- We are in discussions to leverage the resources of other players in the city to better support young people
- We will protect front-line services for those with special educational needs
- Subject to the committee's decision today, we plan to freeze council nursery fees in real terms, increasing them in line with inflation

- And while we recognise the difficult decision to propose reducing statutory children's centres from 12 to 7; we are planning to protect 7 centres for the lifetime of this Administration, providing parents and staff with greater stability
- We agreed to take 10 un-accompanied migrant children from Kent; nearly a quarter of the total for relocation across the country;
- We are putting local business in the driving seat when it comes to boosting apprenticeships and developing the new city plan
- And there are other progressive things we are looking to introduce, like the changes to school terms dates; which potentially could save local families thousands of pounds a year;
- Finally, I am in discussion with officers and others about how we take our corporate parenting role to the next level by introducing Individual Trust Fund accounts for our foster children when they leave care.

Of course, all these plans will be discussed and agreed by council and committee in due course.

51 CALL OVER

51.1 The following items on the agenda were reserved for discussion:

Item 54	Ofsted Inspection
Item 55	Children's Services Fees and Charges 2016/17
Item 56	Alignment of INSET Days and the Pattern of School Holidays
Item 57	Children's Centre Review
Item 58	Special Educational Needs and Disability Review – Update on Proposals to Reorganise Special Provision
Item 59	School Admission Arrangements 2017/18
Item 60	Closing the Gap and Use of Pupil Premium

52 PUBLIC INVOLVEMENT

52(a) Petitions

(i) Proposed Re-organisation of the EPS/Learning Support Services – Ms S Gillett

52.1 The Committee considered the petition which had been presented to Full Council on 17 December 2015

52.2 The Chair provided the following response:

Thank you for your Petition which has been referred from Full Council.

On behalf of the Administration, I would like to make an important statement having had a chance to reflect since Full Council on the issues raised by parents, including staff

delivering the service; and other stakeholders during this nearly year-long review process.

The number of signatories to the Petition was over 10,000. It demonstrates a huge degree of interest and concern out there in our community about these proposals. When we came to office last May, we stated clearly that we would be a listening council. And listening, as well as hearing, is what we have been doing in the context of these reforms.

As I've said on several occasions, the purpose of these proposals has only ever been to deliver better outcomes for parents with children with special educational needs and disability. Senior professionals managing the service care passionately about these children, as I know do front-line staff.

They have learned from other parts of the country and the plans being put forward, we believe, set out some really innovative proposals to integrate and modernise the current learning support service to children with SENDs.

However, it is clear that there are very strong passions in this debate and various accusations and counter-accusations, many of them misinformed, about whether or not these proposals will deliver the better outcomes we all want to see. As a consequence, it has become increasingly difficult to have an informed and rational debate about the efficacy of these reforms; what sits behind them; and crucially how to ensure we take parents, staff and stakeholders with us on this important journey to provide the world-class provision for SENDs that I have described.

These reforms are far too important to get wrong. Similarly, given that austerity cuts are not the underlying factor for these changes, it is much better that we take a comprehensive stock-take now, before implementing major changes to the learning support service in future.

For that reason, the Administration has agreed that when the current staff consultation regarding the reorganisation of the learning support service concludes at the end of January, we will in addition, commission an independent review and assessment of the council's plans – undertaken by an independent expert in the area of SENDs from outside the local authority.

The person appointed will be asked to prepare a report for this committee on the efficacy of the council's planned reorganisation of the Learning Support Service, taking into account best practice from other local authorities. It will not be their job to adjudicate or to decide whether these reforms should go ahead, but rather to provide the city with a very clear assessment of how these proposals will deliver better outcomes for children with special educational needs and disability in future.

They will be required to meet with parent groups, affected children, staff and stakeholders to consider the proposals then being put forward by the council. I will consult with opposition party spokespeople in terms of drawing up the terms of reference for the independent assessor, as well as involve them in the appointment of the independent assessor in due course.

When the report comes back to a future meeting of this committee, Members will have the opportunity to discuss and note the report; both in terms of the council's final decisions in regard to the operational review of Learning Support Services, as well as the independent assessor's view of them. Both reports will be published.

I will be making no further comments about the current proposals for the reorganisation of the Learning Support Service until the staff consultation has concluded on 31st January and the independent review is has also completed.

I hope members of the public that have come along today to ask me questions about this service will keep this in mind. It is of course, in light of this statement, up to them whether they still want to continue to ask questions.

In the meantime, this specific aspect of our reform of SENDs continues to be closely examined, but the other elements of the review of SENDs of course will continue as planned. Indeed, there is a committee paper for discussion about this later on today.

52.3 **RESOLVED-** That the petition be noted.

52(b) Written Questions

(i) Learning Support Services – Mr O Sharpe

52.4 Mr Sharpe presented the following question:

The pre-school element of the Learning Support Service (PRESENS) provides vital, early support to children and parents, often during the stage when a child's SEN issues are first being suspected.

At the full council meeting on 17th December the lead Councillor for CYPS, Councillor Bewick, stated that there are no plans to reduce front line support for children with SEN (see at 30mins 10sec into webcast). In this context, what are the current staffing levels in PRESENS and what are the proposed levels of staff committed to delivering support to pre-school children in the latest version of the LSS redesign?

52.5 The Chair provided the following response:

I refer to my earlier statement in response to the petition

52.6 Mr Sharpe asked the following supplementary question:

Would parents be advised of the options being considered during the consultation process?

52.7 The Chair provided the following response:

The consultation between the Council and staff was underway, and when that was completed an independent expert would be invited to look at the recommendations. They would then meet with parent groups, affected children, staff and stakeholders to consider

the proposals then being put forward by the council. At this time no decision had been made on specific details.

(ii) Learning Support Services – Mr S Elliott

52.8 Mr Elliott presented the following question:

Proposed figures for the learning support service show a decrease from 21fte teachers to 14. This is a real-terms decrease in front line staff capacity, "disguised" by an increase in assistant posts and the addition of staff to the Learning Support Service from teams that are already in existence. Can the council explain how they will ensure that this decrease doesn't affect the quality of support the new service can provide, particularly in relation to children in the early years, who will be disadvantaged by having no dedicated team of specialist pre-school teachers to support them at this critical age?

52.9 The Chair provided the following response:

I refer to my earlier statement in response to the petition

52.10 Mr Elliott asked the following supplementary question:

Given that there will be fewer specialist advisers who will have a wider remit to work with schools and families, this new team will not be able to offer the full range of support, across all age ranges, to schools and pre-schools currently available. Can the committee outline which parts of service currently offered to schools, will not be provided by the new specialist advisers?

52.11 The operational detail was subject to consultation, and an independent expert would look at the plans.

(iii) Learning Support Service – Alison Muir

52.12 Ms Muir asked the following question:

The redesign proposes that the Literacy Support Service (LSS) continue to operate as a traded service. The service is currently funded 40% by DSG and 60% by schools' buy back. Cutting DSG funding would require an increase in schools prices by up to 66% for each unit of time, rendering the service unsustainable, and leading to the loss of support for up to 400 pupils and loss of jobs for up to 8 f.t.e teachers. Can the councillors guarantee current levels of DSG funding for the LSS, or ensure that any cut is explicitly included in consideration of the impact?

52.13 The Chair provided the following response:

I refer to my earlier statement in response to the petition

(iv) Learning Support Service – Sadie Gillett

52.14 Ms Gillett asked the following question:

Downsview school and Hillside school provide outreach support for school-age children with complex needs attending mainstream schools; PRESENS currently make sure that the needs of these children are met within their mainstream pre-school settings , i.e. children with severe learning difficulties, moderate learning difficulties or profound and multiple learning difficulties. Please could the council explain which team within the proposed Learning Support Service would be responsible for meeting the needs of these children in the pre-school phase, given that there appears to be no identified team covering these needs in pre-school within the proposed re-design

52.15 The Chair provided the following response:

I refer to my earlier statement in response to the petition.

52.16 Ms Gillett asked the following supplementary question:

If the review finds changes need to be made, will there be an opportunity to redesign the redesign.

52.17 Decisions would be made in due course, and those decisions would be shared with all relevant parties.

52(c) Deputations

(i) Playbus Service - Natalie Stow and Aleya Khatun

52.18 The Deputation was introduced by Natalie Stow and Aleya Khatun. The Deputation stated:

I and other parents whose children use Playbus are deeply concerned that the Council is considering cutting this well-used and loved service, so much so that we have united as a group to make a formal response.

There are many reasons we all love the Playbus. My son is two and we go to Playbus every week. It is literally the highlight of our week - a sentiment echoed by many other families. I cannot tell my son it is Playbus day until just before we set off, otherwise all I get is 'Playbus! Playbus!' until it is time to go. Another mum describes how her four-year-old exclaims 'Yes!' on Playbus day. Yet another explains how it is the only opportunity her little girl has to see her old friends who went to a different school from her. Many speak of how it reduces isolation and promotes a sense of inclusion and belonging in the community.

Playbus is full of varied and novel play ideas which inspire and challenge children and encourage them to learn and explore. Upside down plastic crates become cookers, wood shavings are casseroles, wooden boxes are dens, climbing frames and stages – all within the space of 10 minutes.

At Playbus, children can decide for themselves what activities they want to engage in, with adults on hand for guidance only if needed; it thus encourages children to use their own imaginations and to organise themselves in their play with other children, which

they show quite remarkable ability to do. This helps build their social skills, confidence, self-esteem and independence.

There are both outdoor and indoor activities and Playbus is there come rain or shine. Playbus makes excellent use of the city's outdoor spaces and encourages children – many of whom may not have access to a garden - to play outside and be active, promoting both physical and mental health and helping reduce health inequalities .

Playbus currently operates in targeted socio-economically deprived areas of the city – those which most need the service. Its welcoming atmosphere and positive learning opportunities for children bring people together, children and parents alike, thus reducing social isolation and fostering a strong sense of community. It is free, making it accessible to all and worthwhile popping along even if you only have half an hour. Playbus is multi-cultural, embracing diversity and promoting social cohesion.

Playbus travels to us rather than us having to make a big trek out, which is especially good for those who do not drive or have access to a car. On top of this it takes place after school hours, a time of day when even for those with children not yet of school age, there does not tend to be much going on and there is time and energy to be spent before dinner.

Unlike the vast majority of other activities for children, Playbus is open to children of all ages. It is important and beneficial for children to be able to socialise within mixed-age groups. I once sat watching my toddler play 'Connect 4' quite happily for over half an hour with a seven year old he had just met at Playbus. It took a few minutes for them to get the measure of each other, and it was fascinating to observe the older boy get onto my son's level and work out what he could and couldn't understand about the game. You could call it helping to develop empathy and understanding of others. It was heart-warming to watch – and this is not an isolated incident; anyone observing the children at Playbus will see this sort of thing time and again.

Playbus is completely unique as a service. Music classes, swimming classes, language classes, playgroups...you name it, all of these exist in the city in abundance – which is great, and means if one closes down or does not work out for you, you can go elsewhere. But there is nothing else like Playbus.

We should also like to draw your attention to the 2015 report of the All Party Parliamentary Group on a Fit and Healthy Childhood, entitled 'Play'. This document highlights the vital importance of non-directed, child-led play for all areas of child development, helping children to acquire skills that will serve them for life. It also acknowledges the role of play in helping to combat the current epidemic of childhood obesity. The report notes that the right to play is enshrined in the UN Convention on the Rights of the Child and is clear that play should be regarded as a fundamental service rather than an add-on. Crucially, it is explicit in its recommendation that local authorities should ring-fence funding for play.

For all these reasons, we request that the Council ensures the ongoing provision of the Playbus service as we know it. If Playbus goes, children and local communities are really going to lose out.

52.19 The Chair provided the following response:

Thank you for your deputation. The proposal to cease to deliver a play service forms part of the wider budget proposals for the council and will be considered at full council in February. I fully acknowledge that the Play Service is very much valued by families across the city. Unfortunately with the significant budget pressures that the council is facing we have had to make some very tough choices about where we can reduce expenditure. There is no statutory requirement to provide a play service and most councils do not run such a service. For the past year the main funding has come from the Housing HRA budget which is under enormous pressure next year and from Public Health which has received a cut to its grant. Because I recognise that this is a service that is very much valued across the city, I together with Members of the Administration, supported by officers have been developing proposals for the service to receive external sponsorship. We will be meeting with potential sponsors in the next few weeks and I will be able to provide an update to the committee on the outcomes of these discussions at our next meeting in March. If the city as a whole believes that the play service should be saved then I very much hope that the city will offer financial support to maintain the service.

52.20 RESOLVED- That the Deputation be noted.

53 MEMBER INVOLVEMENT

54 OFSTED INSPECTION

54.1 The Head of Standards & Achievement Education & Inclusion provided an update of schools that had undergone an Ofsted inspection since the previous meeting of the Children & Young People & Skills Committee, and provided a copy of an executive summary of the annual report of Her Majesty's Chief Inspector of Education, Children's Services and Skills 2014/15

54.2 The Head of Standards & Achievement Education & Inclusion stated that St Martin's CE Primary School had recently been inspected, with Ofsted rating the school as 'Requires Improvement'; the previous inspection rated the school as 'Good'.

54.3 Councillor Daniel noted that the school was currently without a permanent Head Teacher and hoped that that hadn't impacted on the Ofsted inspection. She added that her daughter attended the school and she would recommend it to others.

54.4 Mr Jones asked if Cardinal Newman RC Secondary School had recently been inspected. He was advised it had, but the report had not yet been published.

54.5 **RESOLVED:** That the Committee noted the update.

55 CHILDREN'S SERVICES FEES AND CHARGES 2016/17

- 55.1 The Committee considered the report of the Executive Director of Children's Services which set out the review of Children's Services fees and charges in accordance with the corporate policy. The report was introduced by the Head of School Organisation and Head of Surestart.
- 55.2 The Chair referred to his earlier communication where he said that, subject to the committee's decision today, the Council planned to freeze council nursery fees in real terms, increasing them in line with inflation.
- 55.3 Councillor Brown asked why there was a difference in nursery subsidies, and was advised that the greatest subsidies were within the most disadvantaged areas.
- 55.4 Councillor Brown referred to the 'late collection' charge and asked if private nurseries already did that. The Head of Surestart confirmed they did, and said that two members of staff were required to be present with a child, and so if they were late being collected two members of staff would need to be there.
- 55.5 Councillor Taylor noted the possible 2% increase in charges was based on inflation and asked why the Retail Price Index was used rather than the Consumer Price Index. The Head of School Organisation said that the increase was in line with the rise in staff salaries, but he wasn't able to say why the Retail Price Index used.
- 55.6 **RESOLVED:** The Committee agreed that:
- (1) The position on fees charged for nurseries as detailed in section 3.3 of the report be agreed.
 - (2) The position on fees charges for Childcare Workforce Development as detailed in section 3.4 of the report be agreed.
 - (3) The position on fees and charges for the Music and Arts Service as detailed in section 3.5 of the report be agreed.
 - (4) The position on the charges for school meals as detailed in section 3.6 of the report be noted.
 - (5) The position on fees and charges for the accommodation of Children under Section 20 of the 1989 Children Act as detailed in section 3.7 of the report be agreed.

56 THE ALIGNMENT OF INSET DAYS AND THE PATTERN OF SCHOOL HOLIDAYS

- 56.1 The Committee considered the report of the Executive Director of Children's Services which informed the Committee about the possibility of aligning INSET days in the city's schools and the possibility of changing the pattern of school holidays. The report was introduced by the Head of School Organisation.

- 56.2 Councillor Brown said that she agreed with the proposal to reduce the summer holiday by one week to allow a two week break during the Autumn term, and would support a consultation. However, she felt that INSET days shouldn't be amalgamated as they were needed by staff throughout the academic year.
- 56.3 Councillor O'Quinn said that she would support a consultation into the possibility of creating a two week break during the Autumn term.
- 56.4 Councillor Chapman agreed that shortening the Summer holiday and creating a longer break in the Autumn term was a good idea and would support the recommendation to consult stakeholders. He agreed with the other members of the Committee that INSET were required throughout the academic year, and therefore would not support the proposal to align those days.
- 56.5 Councillor Barradell noted that there was a vast difference in holiday prices inside and outside of school holiday dates, and would therefore support an extra week of holiday outside of the traditional term times. She suggested that rather than have an extra week in the Autumn term, that consideration also be given to alternative dates such as during the Spring term when it would be warmer, and to shorten the Easter break to long weekend to accommodate any change.
- 56.7 Mr Jones agreed with Councillor Barradell, and said that a long Easter weekend rather than a two week break would enable an additional holiday to be created during the Spring term. He also suggested that consideration be given to creating a holiday during May when many students would be studying for exams.
- 56.8 Councillor Taylor said he supported a shorter Summer holiday and a longer break elsewhere in the academic year.
- 56.9 The Committee noted that recommendation 2.4 was ambiguous and considered amending it. Councillor Daniel suggested that the wording be amended to read '*To include one proposal of changing the pattern of existing school holidays as a way of creating an additional week of holiday whilst maintaining 190 days of statutory education*'. The proposal was seconded by Councillor Barradell. The Committee voted and agreed with the amendment.
- 56.10 **RESOLVED:** That the Committee agreed:
- (1) That schools and governing bodies are consulted on the proposal to co-ordinate a proportion of INSET days in an academic year.
 - (2) To consult schools and governing bodies on the possibility to align the INSET days to straddle a weekend outside of term dates to provide a potential week's holiday for families when holidays are less expensive.
 - (3) To consult with all relevant stakeholders on a proposal to set annual term dates for 2017-18, which would create an additional week of holiday during the academic year.

- (4) To include one proposal of changing the pattern of existing school holidays as a way of creating an additional week of holiday whilst maintaining 190 days of statutory education.
- (5) To consult with stakeholders on the establishment of an additional 'stand-alone' holiday of a week's length outside of term dates to provide a potential week's holiday for families when holidays are less expensive.

57 CHILDREN'S CENTRE REVIEW

- 57.1 The Committee considered the report of the Executive Director of Children's Services on the Children's Centre Review. The report was introduced by the Assistant Director Stronger Families Youth & Communities and the Head of Surestart.
- 57.2 The Chair told the Committee that the administration took no pleasure from reducing the number of Children' Centres, which was a result of cuts to funding from central government and which was affecting all local authorities across the country. He gave a pledge to protect the remaining seven children's centres, and said that the current twelve buildings would continue to provide support to children in the city
- 57.3 Councillor Brown said that no one wanted to see the closure of any of the centres, but it was important to be realistic and by keeping seven of the buildings as Children's Centres would ensure that there would still be provision across the city.
- 57.4 Ms Sjuve asked for assurance that the authority had explored whether health services could be delivered from children's centres. The Executive Director of Children's Services said that there had been a S75 agreement between the Council and Sussex Community NHS Trust to provide integrated services, but the Trust had moved away from this. The authority would be happy to review the matter if the Trust wanted to. Ms Sjuve suggested that s75 wasn't the only way to work, and said that the Trust would be very happy to discuss other ways of working. The Head of Sure Start explained that health visitors and midwives already work from children's centres and the Healthy Child Programme delivered by health visitors is an essential part of the children's centre core offer of services.
- 57.5 Councillor Brown referred to the final bullet point in recommendation 2.5, and proposed that the wording be amended to read '*More focus on support for training and employment and less on parental involvement of advisory groups in children's centre services*'. The proposal was seconded by Councillor Taylor. The Committee agreed with the amendment.
- 57.6 **RESOLVED:** That the Committee agreed:
- (1) That the committee notes the results of the public consultation and the attached Equalities Impact Assessment.
 - (2) That the committee agrees that the following seven children's centres should continue to be designated and provide a reduced range of children's centres services from 1 April 2016: Roundabout (Whitehawk), Moulsecoomb, Tarner, Hollingdean, Hangleton Park, Conway Court and Portslade.

- (3) That the committee agrees that the following children's centres should no longer be designated but will continue to be used as venues for limited services: The Deans, West Hove, Hollingbury and Patcham and City View.
- (4) That the committee agrees that the Cornerstone Community Centre (which is not a council building) will no longer be a designated children's centre.
- (5) That the committee agrees to a revised core offer of both universal and targeted services from 1 April 2016. The revised offer is described in Appendix 2 and includes the following:
- The Healthy Child Programme delivered by health visitors;
 - Open access baby groups in venues across the city;
 - One drop-in stay and play group in each of eleven venues across the city with priority for families with identified needs and children under two;
 - Offering more parenting talks and discussion groups to reach more parents at an earlier stage and fewer longer parenting courses;
 - Promoting volunteering and community/parent run groups to run from children's centres including those which are no longer designated;
 - Evidence-based interventions delivered in groups and home visits for families most in need and least likely to attend the centres.
 - Improved support for families with young children facing multiple disadvantage as part of the city's Stronger Families Stronger Communities Programme;
 - More focus on support for training and employment and less on parental involvement of advisory groups in children's centre services
- (6) That the committee agrees children's centres should be developed as hubs for a wider range of services including services for older children, and services delivered by parent run and community groups as part of the City Neighbourhoods Programme.
- (7) That the committee agrees that, following the consultation and discussions with the children's centre review groups, further work should be done to explore new funding and business models including:
- A hiring policy for children's centres so that external groups could use the space and possibly charge
 - Options for using volunteers to provide home visits, whether this could be developed by the voluntary sector and how it could be funded
 - A ring-fenced fund based on contributions from parents and others that could be used to pay for additional stay and play groups or to develop options for using volunteers to provide home visits
- (8) To note that, should any additional funding be available, the Children's Centre Review Group's priorities would be to maintain the same number of stay and play groups in Turner, to maintain the Stories and Play group in Rottingdean and to increase home visiting including exploring the options described in 2.7.

58 SPECIAL EDUCATIONAL NEEDS AND DISABILITY REVIEW - UPDATE ON PROPOSALS TO REORGANISE SPECIAL PROVISION

- 58.1 The Committee considered the report of the Executive Director of Children's Services which provided an update on the Special Educational Needs and Disability Review. The report was introduced by Head of Behaviour and Attendance and Ms Coe (Consultant).
- 58.2 Councillor Wealls said that the report lacked information on the proposals and questioned how consultation could begin without that information. The Executive Director of Children's Services said that this report was only to agree the timeline for securing the desired changes for the reorganisation of special educational provision, and that much more detail on the proposals would be provided in due course. Ms Coe said that details would be on the Council's web portal along with a questionnaire for those wanting to engage in the consultation. The Chair suggested that some parents would not use the portal and suggested that officers look at additional ways of engaging with parents. The Head of Behaviour and Attendance said that the authority would not just be using a portal and would also use alternative means of consultation, such as attending meetings with community groups.
- 58.3 Ms Holt said that changes to SEN provision did concern people, and asked whether a scrutiny review of the proposals could be included in the process. The Executive Director of Children's Services said that some people were suspicious about the changes to the Learning Support Service, that was not the case with this review as there was a wide degree of consensus and therefore he did not feel it was necessary.
- 58.4 Councillor Wealls asked if this Committee were now taking ownership of the review, and whether the Health & Wellbeing Board (HWB) would still be involved. He was advised the terms of reference for the HWB did not include educational matters, and so it would just be considered by this Committee.
- 58.5 **RESOLVED:** That the Committee approved the proposed timeline for securing the proposed changes and noted that the consultation process would begin in January 2016.

59 SCHOOL ADMISSION ARRANGEMENTS 2017/18

- 59.1 The Committee considered the report of the Executive Director of Children's Services regarding school admission arrangements for 2017/18. The report was introduced by the Head of School Organisation.
- 59.2 The Committee were advised that the Portslade Partnership of Schools had requested a reduction in school places, and the Governors at Brackenbury Primary School had requested that the Published Admission Number (PAN) for 2017/18 be reduced from 60 to 30. The Head of School Organisation said that the school had agreed that if, in the future, more school places were needed in that part of the city, they would work with the Council to review the PAN.
- 59.3 The Chair suggested that the first Recommendation be amended to read '*That the proposed school admission numbers set out in the consultation documents (as set out in*

appendix 2 to the report - with the exception of Brackenbury Primary School where the Published Admission Number be amended from 60 to 30), be adopted for the admissions year 2017/18'. The amendment was seconded by Councillor Chapman. The amendment was agreed by the Committee.

59.4 **RESOLVED:** The Committee agreed –

- (1) That the proposed school admission numbers set out in the consultation documents (as set out in appendix 2 to the report - with the exception of Brackenbury Primary School where the Published Admission Number be amended from 60 to 30), be adopted for the admissions year 2017/18.
- (2) That the admission priorities for Community Schools set out in the Consultation documents be adopted for all age groups.
- (3) That the co-ordinated schemes of admission be approved.
- (4) That the City boundary be retained as the relevant area for consultation for school admissions.

60 CLOSING THE GAP AND USE OF PUPIL PREMIUM

- 60.1 The Committee considered the report of the Executive Director of Children's Services which outlined gaps in achievement for different pupil groups in the city, and the actions being taken to raise achievement. The report was presented by the Head of Standards and Achievements, and was joined by Mr A Harrold (Head Teacher, Blatchington Mill Secondary School) and Ms A Cummings (Assistant Head Teacher, Dorothy Stringer Secondary School).
- 60.2 Mr Harrold said that secondary school Head Teachers within the city were collaborating with each other to look at how standards could be raised. There was a focus on attainment, behaviour and high quality learning. Attainment was the most important issue, and schools were focusing on that. Ms Cummings said that those on pupil premium were generally around a year behind other students and therefore looking at the best ways of assisting them was important.
- 60.3 The Chair asked Mr Harrold and Ms Cummings why they thought there was a variation between the schools. Ms Cummings said there would be a number of reasons, but felt the main issues were the quality of teaching and length of the journey a pupil would have to travel to school; a long journey could impact both on a pupil's performance and their level of attendance at school.
- 60.4 Councillor Barradell asked what was being done to reduce the variation in achievement. Mr Harrold said the schools had been working with both the Head of Standards and Achievements and each other, to look at ways of addressing the issues. One area agreed on, was to compare the best and worst teachers at each school, as that had a big impact on attainment.
- 60.5 Councillor Brown was concerned at the gap in attainment, but was pleased that it was being addressed and that schools were working together to look at the issue.

- 60.6 Councillor Daniel suggested that there were a number of things which could impact on attainment, such as living conditions, distance to travel to school, having the correct uniform etc. and asked if schools took account of that. Ms Cummings said that there were always barriers to learning, and schools would look at each individual child and consider how they could be assisted. For example, there may not be a printer at the child's home or the family couldn't afford the correct uniform, in which case the school would help where it could.
- 60.7 Ms Holt asked how it was ensured that schools were spending the pupil premium funding appropriately. Mr Harrold said that schools had an obligation to publish information about pupil premium on their webpage.
- 60.8 Mr Glazebrook asked if schools shared ideas on how to use the pupil premium funding, and was advised they did. Ms Cummings said that all schools had a 'pupil premium champion', and both primary and secondary schools liaised with each other.
- 60.9 The Assistant Director, Education and Inclusion said that the Local Authority and secondary school heads were working closely together to look at ways raising achievement and closing any gaps in pupil attainment.
- 60.10 The Chair thanked the Mr Harrold and Ms Cummings for coming to the meeting.
- 60.11 **RESOLVED:** That the Committee noted the report.

61 REVIEW OF POST 16 PROVISION IN SUSSEX COAST AREA TEAM, CHILDREN'S SERVICES (EDUCATION & INCLUSION)

- 61.1 **RESOLVED:** That the Committee noted the Briefing Note.

62 ITEMS REFERRED FOR COUNCIL

- 62.1 No items were referred to Council

The meeting concluded at 7.20pm

Signed

Chair

Dated this

day of

Subject:	Education Capital Resources and Capital Investment Programme 2016/2017		
Date of Meeting:	Children, Young People & Skills Committee - 7 March 2016 Policy & Resources Committee - 17 March 2016		
Report of:	Executive Director of Children's Services		
Contact Officer:	Name:	Richard Barker	Tel: 29-0732
	Email:	richard.barker@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE**1. PURPOSE OF REPORT AND POLICY CONTEXT**

- 1.1 In order to determine an overall Capital Programme for Brighton & Hove City Council, each service is asked to consider its capital investment requirements, within the level of allocated resources for 2016/17.
- 1.2 The purpose of the report is to inform the Committee of the level of available capital resources allocated to this service for 2016/17 and to recommend a Capital Investment Programme for 2016/17.
- 1.3 To allocate funding available in the capital programme under Structural Maintenance, Pupil Places and Condition investment for 2016/17.

2. RECOMMENDATIONS:

- 2.1 That the level of available capital resources totalling £30.778 million for investment relating to education buildings financed from capital grant and revenue contributions be noted.
- 2.2 That Committee agree the allocation of funding as shown in Appendices 1 and 2 and recommend this to Policy & Resources Committee on 17 March 2016 for inclusion within the council's Capital Investment Programme 2015/16.
- 2.3 That Committee agree to recommend to Policy & Resources Committee that they grant delegated authority to the Assistant Director of Property & Design to procure the capital maintenance and basic need works and enter into contracts within these budgets, as required, in accordance with Contract Standing Orders in respect of the entire Education Capital Programme.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The Education capital programme forms part of the Council's full Capital Investment Programme which was presented to Policy & Resources Committee on 11 February 2016 and Budget Council on 25 February 2016.

Capital Finance Settlement

- 3.2 In December 2013, the Government announced a two-year settlement for the education Basic Need capital allocations for 2015/16 and 2016/17. The settlement for Brighton & Hove amounts to £24.679 million over the two years.
- 3.3 On 12 February 2015 the Government announced a further one-year settlement for the education basic need capital allocation for the 2017/18 financial year of £11.445 million. This provides for Brighton & Hove a basic need capital allocation of £36.124 million over the three year period.
- 3.4 On 9th February 2015, the Government announced the capital maintenance settlement and Devolved Formula Capital Grant for 2015/16, with indicative allocations for 2016/17 and 2017/18. These figures were updated on February 12th 2016 which has resulted in a very slight increase (£828) in the allocation for capital maintenance and Devolved Formula Capital (£3,375).
- 3.5 Both basic need and capital maintenance allocations are funded entirely through capital grant.
- 3.6 The table below shows the allocations of capital grant funding announced for 2016/17 and 2015/16 grant re-profiled into 2016/17 as approved in the Targeted Budget Management 2015/16 Month9 report to Policy & Resources on 11 February 2016.

	2015/16 carried forward £m	2016/17 Settlement £m
Capital Maintenance Grant	0.609	4.910
Basic Need Funding	11.179	12.641
Devolved Formula Capital Grant*		0.539
Sub Totals	11.788	18.090
Total		29.878

This table only includes funding allocated for building related work. It does not include budgets managed by others.

*Devolved Formula Capital is passed directly to schools and therefore is not available for the Local Authority to spend.

- 3.7 Additional grant funding may be made available throughout the forthcoming financial year and will be reported separately if necessary.

Capital Resources

- 3.8 The level of projected resources must finance all capital payments in 2016/17 including existing approved schemes, new schemes and future year

commitments. A summary of the resources available to finance these payments is shown in the table below.

	£m
Capital Grants	29.878
Revenue Contributions	0.900
Total Capital Resources	30.778

- 3.9 In addition to the resources identified above, the Department for Education will allocate funding for expenditure at voluntary aided schools in Brighton & Hove under several programme headings.

Capital Investment Programme

13.10 Funding is now allocated under three headings only: revenue contribution for structural maintenance (under which £0.900 million is available for expenditure on schools and other educational establishments); Capital Maintenance Grant (under which £4.910 million, is available for expenditure on improving the condition of the school estate); and Basic Need Funding (under which £12.641 million is available for providing additional pupil places in the 2016/17 financial year).

3.11 Capital re-profiling is shown in the table in para 3.6 above and any further slippage arising from the 2015/16 capital programme will be incorporated into the 2016/17 programme when the capital accounts are closed in May 2016 and will be funded from existing resources carried forward.

3.12 An overall summary of expenditure for 2016/17 and 2017/18 is attached at Appendix 3 and a more detailed explanation of each item is shown below.

Structural Maintenance and other property related priorities

3.13 Funding for structural maintenance consists of £0.900 million from the transfer of revenue funding and £4.910 million from Capital Maintenance Grant from the government. The origin of the revenue funding is the Direct Schools Grant (DSG). The Schools Forum has for many years approved that £0.900 million from DSG should be pooled to support the schools capital maintenance budget.

3.14 Schools Forum considers the amounts retained by the LA each year. Following a member question regarding this £0.900 million allocation the LA suggested Schools Forum should discuss whether this funding was now devolved to schools. The view of Schools Forum was that the LA should retain this funding for the 2016 17 financial year but there would be further consideration of this matter at a future meeting of the Schools Forum.

3.15 This funding will be used to address the most urgent and important items highlighted by the condition surveys of school buildings as well as a number of programmes to address specific safety and improvement priorities as set out in paragraphs 3.22 – 3.25 below.

- 3.16 The Capital Maintenance Grant settlement this year is based on the figures published in February 2016.
- 3.17 A major priority of the Asset Management Plan is to reduce the amount of condition related works required in schools. A rolling programme of works has been prepared which currently shows a backlog of £30 million. It is recommended that £5.28 million from the total funding available is allocated to carry out structural maintenance works in the 2016/17 financial year.
- 3.18 The proposed programme is prioritised using the Department for Education (DfE) condition criteria. The highest level of priority is attached to the renewal or replacement of building elements which fall within Grade D (as being in bad condition, being life-expired and/or in serious risk of imminent failure) and within the 'Priority 1' or 'priority 2' definition:
- Priority 1 Urgent work, which will prevent immediate closure of premises and/or address an immediate high risk to the health & safety of occupants and/or remedy a serious breach of legislation
- Priority 2 Essential work, required within two years, which will prevent serious deterioration of the fabric or services and/or address a medium risk to the health & safety of occupants and/or remedy a less serious breach of legislation.
- 3.19 In the current year the total D1 priority work identified is approximately £2.9 million excluding fees (£3.195 million including fees). By allocating £4.38 million from the Capital Maintenance Grant together with the £0.9m from the revenue contribution we will be able to address all the D1 and a significant number of D2 priority works.
- 3.20 The extent of the work at each school will be determined by the condition survey and detailed investigation and scoping of the problem to be addressed. There will also be discussion with each school on the timing and scoping of the works.
- 3.21 A copy of the proposed structural maintenance programme is attached at Appendix 1 to this report.
- 3.22 Legislation on both the control of legionella and asbestos in buildings has given rise to the need to carry out works on a rolling programme to school buildings to achieve compliance with the new legislation. It is recommended that £0.150 million each be allocated to legionella and asbestos work.
- 3.23 It is recommended that £0.150 million is allocated for works identified by the Fire Risk Assessments that are the responsibility of the Local Authority.
- 3.24 Issues regarding compliance in relation to ventilation in school kitchens have been raised for a number of years. Inadequate ventilation in a kitchen environment leads to very hot and humid conditions which raise the risk of accidents, hygiene problems and potential poor health of staff. It is recommended that £0.150 million is allocated for this purpose.

- 3.25 It is also recommended that £0.100 million is allocated to carry on with the rolling programme of surveys of school premises, £0.150 million is allocated for advanced design of future projects, and £0.150 million is allocated for adaptations to schools to accommodate pupils with special mobility or sensory needs.
- 3.26 The above allocations identified in paragraphs 3.22 – 3.25 will leave approximately £0.139 million of the available resources for structural maintenance uncommitted this is considered prudent financial management at the start of the year.
- 3.27 In addition to the Local Authority responsibility for maintenance the schools also retain responsibility and funding for some maintenance items. This funding includes Devolved Formula Capital which the council receives from central government to pass on to schools according to a formula. There is also an element in schools' delegated budgets relating to building maintenance.

Basic Need Funding

- 3.28 Basic need funding is provided to authorities who are experiencing increasing school rolls. The funding is provided to ensure that the Local Authority can meet its statutory obligation to secure a school place for every child that wants one.
- 3.29 At its meeting on 13 October 2014 the Children and Young People Committee agreed to the permanent expansion by one form of entry of Saltdean Primary School. In March 2015 the overall cost of the scheme was reported as being £2.9 million. This has unfortunately now risen to £3.21million.
- 3.30 At the time the anticipated scheme costs were reported in March 2015 the design process was not finalised and the reported costs were an estimate. As the design progressed it became apparent that the work was more extensive and complicated than previously thought and despite considerable value engineering the Agreed Maximum Price (AMP) for the scheme was higher than estimated.
- 3.31 The works are now substantially complete but there will be final payments to be made during the 2016 17 financial year.
- 3.32 At its meeting on 13 October 2014 the Children and Young People Committee agreed to the permanent expansion by one form of entry of St Andrew's CE Primary School. In March 2015 the overall cost of the scheme was reported as being £2.7 million. This has unfortunately now risen to £3.1 million.
- 3.33 At the time the anticipated scheme costs were reported in March 2015 the design process was not finalised and the reported costs were an estimate. As the design progressed it became apparent that the work was more extensive and complicated than previously thought and despite considerable value engineering the Agreed Maximum Price (AMP) for the scheme was higher than estimated.
- 3.34 This project is on track to be completed in October 2016.

- 3.35 Both of these projects have been procured using the councils Strategic Partnering contract and consequently have had a Best Value review undertaken. In both cases our independent cost consultant was able to certify best value had been achieved.
- 3.36 The increase in pupil numbers that has been affecting primary places is now starting to impact on secondary numbers. A strategy for meeting this need has been developed with the Cross Party School Organisation Working Group and the Secondary and Continuing Education Partnership consisting of the ten secondary schools, the three colleges and the two universities. Projects to fulfil this strategy are now being worked up through consultation with these groups and will be funded from basic need capital grant, subject to approval through further reports to this Committee and the Policy & Resources Committee.
- 3.37 Appendix 3 shows an indicative expenditure on secondary school places in 2016-17 of £5 million. Further options that arise during the year will be presented to this Committee and Policy & Resources Committee so that the financial implications can be considered.
- 3.38 A review of provision for children and young people with special educational needs and disability is currently underway which could result in changes to special school provision within the city. An allocation of £2.5 million has been included in 2016 / 17 to meet the cost of any proposed changes with a similar allocation indicated for 2017 18.
- 3.39 An allocation of £0.5 million has been included to allow the LA to meet any costs arising from projects procured by third parties.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 The only option available would be to not make use of this funding to improve or extend the education property portfolio. This is not recommended as it would limit our ability to maintain, modernise and improve our school buildings property portfolio and to secure sufficient school places.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 There has been no specific consultation regarding the content of this report. When an individual project is developed the necessary consultation is undertaken and reported to the relevant committee.

6. CONCLUSION

- 6.1 The proposed capital Investment programme will enable us to continue to ensure that we secure school places in areas of the city where they are required and to improve the condition of our education property portfolio.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The report sets out the allocation of capital resources included in the Capital Investment Programme 2016/17 as approved by Budget Council on 25 February 2016 that were announced as part of the capital finance settlement in December 2014 and February 2015. The report also includes re-profiled budgets that were approved at Policy & Resources Committee on 11 February 2016 as part of the Targeted Budget Management 2015/16 Month 9 report. The schedule of investment for basic need includes works associated with primary schools as well as additional secondary school provision of up to £5.0 million for 2016/17. Any uncommitted resources will be reported back to this Committee with detailed plans in due course. The revenue implications of any capital investment will be met from existing revenue budgets in 2016/17 and future years' budgets.

Finance Officer Consulted: Rob Allen

Date: 12/02/15

Legal Implications:

- 7.2 There are no direct legal implications arising from this report. Individual projects may give rise to specific issues which will be covered by the individual reports referring to them.

Lawyer Consulted: Serena Kynaston

Date: 04 02 16

Equalities Implications:

- 7.3 There are no equalities implications arising from this programme which would impact disproportionately on any defined groups. New and refurbished buildings will conform with all relevant regulations and be fully accessible.

Sustainability Implications:

- 7.4 There are no direct environmental implications arising from this report. The environmental impacts of individual schemes are reported to Members when the detailed report is submitted to Policy & Resources Committee for final approval. The detailed planning of projects at educational establishments will take account of the implications of Brighton & Hove's policies in relation to sustainability issues generally.

Any Other Significant Implications:

- 7.5 None

SUPPORTING DOCUMENTATION

Appendices:

1. Structural maintenance programme
2. Summary of allocation of funding streams in Section 3 of this report

Documents in Members' Rooms

1. None

Background Documents

1. None

Crime & Disorder Implications:

- 1.1 The detailed planning of projects will take account of security issues

Risk and Opportunity Management Implications:

- 1.2 There are no risk issues in terms of resources or risks to children as a result of this proposal

Public Health Implications:

- 1.3 There are no public health implications arising from this report

Corporate / Citywide Implications:

- 1.4 The Capital Maintenance Grant identified in this report is evidence of the government's continuing support for the Council's work as a Local Education Authority. The Basic Need Funding is indicative that the DfE understands the issues of primary and secondary places we face in the city.

	CAPITAL MAINTENANCE			BASIC NEED			Previous years	2015/16	2016/17	2017/18	Scheme Totals
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18					
2015/16	£4,909,255			£12,038,759							
2016/17		£4,910,083	£4,910,083		£12,640,697						
2017/18						£11,445,000					
Revenue Contributions	£900,000	£900,000	£900,000								
Carried forward from previous years	£605,645	£609,000	£139,083	£7,250,241	£11,179,000	£14,919,697					
TOTALS	£6,414,900	£6,419,083	£5,949,166	£19,289,000	£23,819,697	£26,364,697					
Condition related works								£5,805,900	£6,280,000	£5,800,000	£17,885,900
Legionella	£150,000	£150,000	£150,000					£150,000	£150,000	£150,000	
Asbestos	£150,000	£150,000	£150,000					£150,000	£150,000	£150,000	
Fire Risk Assessments	£150,000	£150,000	£150,000					£150,000	£150,000	£150,000	
Ventilation in Kitchens	£150,000	£150,000	£150,000					£150,000	£150,000	£150,000	
Condition works agreed by committee in March 2015	£2,906,200							£2,906,200			
Additional Condition works proposed in June 2015	£1,899,700							£1,899,700			
Condition works proposed by committee in March		£5,280,000	£4,800,000						£5,280,000	£4,800,000	
Advanced design on future schemes	£150,000	£150,000	£150,000					£150,000	£150,000	£150,000	
Surveys (condition gas etc)	£100,000	£100,000	£100,000					£100,000	£100,000	£100,000	
Individual Pupil needs	£150,000	£150,000	£150,000					£150,000	£150,000	£150,000	
Bulge Classes							£30,000	£10,000	£190,000	£0	£230,000
Furniture for bulge classes as children move through school				£10,000	£10,000		£30,000	£10,000	£10,000	£0	
Goldstone Primary School additional accommodation for 2012 bulge					£30,000				£30,000	£0	
Westdene additional accommodation from 2012 bulge					£150,000				£150,000	£0	
Additional Form of Entry at St Andrew's C E Primary				£1,450,000	£510,000		£1,250,000	£1,450,000	£510,000	£0	£3,210,000
Additional Form of Entry at Saltean Primary				£1,650,000	£200,000		£1,250,000	£1,650,000	£200,000	£0	£3,100,000
<i>Additional secondary provision</i>				£5,000,000	£5,000,000	£10,000,000		£5,000,000	£5,000,000	£10,000,000	£20,000,000
<i>Costs arising from projects undertaken by third parties</i>					£500,000	£500,000			£500,000	£500,000	£1,000,000
<i>to implement outcomes from the SEND review</i>					£2,500,000	£2,500,000			£2,500,000	£2,500,000	£5,000,000
Total Commitments	£5,805,900	£6,280,000	£5,800,000	£8,110,000	£8,900,000	£13,000,000	£2,530,000	£13,915,900	£15,180,000	£18,800,000	£50,425,900
Outstanding balance	£609,000	£139,083	£149,166	£11,179,000	£14,919,697	£13,364,697					

Notes

Figures in italics are indicative at the present time

GENERAL WORKS		£1,002,500
67 Centre	Replace rotten timber cladding to South elevation	
Coombe Road Primary School	Replacement of wall ties & repointing	
Elm Grove Primary School	Damp proofing in Kitchen	
Hangleton Primary School	Replace lintels and repoint West elevation	
Hangleton Primary School	Replace lintels and repoint above Hall	
Hertford Junior School	Repairs to PVCu cladding	
Hove Park School	Replace wall ties and repoint rear elevation of Caretaker's house	
Royal Spa Nursery	Render repairs to Portico Monument phase 2	
Rudyard Kipling Primary School	Repoint rear elevation of KS1 & KS2 classrooms	
St Luke's Primary School	Masonry repairs	
Stanford Junior School	Damp proofing in Basement	
Surrenden Pool	Install proprietary system over pool edge tiles (slip hazard)	
Surrenden Pool	Replace cladding	
West Hove Junior School	Brickwork repairs to x2 chimneys, lintel replacement & repointing	
Carlton Hill Primary School	Structural strengthening to retaining wall	
Carlton Hill Primary School	Remedial works to retaining wall (phase 2)	
Carlton Hill Primary School	Remedial works to retaining wall (phase 3)	
Hove Park School	Lintel & wall tie replacement & repointing to front elevation	
Longhill School	Repair spalling concrete to Block 3	
Longhill School	Replace curtain wall in Hall	
Longhill School	Replace curtain wall in Library	
Queens Park Primary School	Repair brickwork to front & rear elevations & repoint chimney to main building	
Queens Park Primary School	Repairs to boundary wall	
Rudyard Kipling Primary School	Replace flat roof coverings to x2 halls and recover pitched roofs to 2 storey classrooms	
St Luke's Primary School	Damp-proofing works to 1st floor classrooms	
Tarnerland Nursery	Recover pitched roof	
Westdene Primary School	Replace high level timber cladding at rear of school	
Woodingdean Primary School	Repointing & wall ties North elevation, Hall & Store	
ROOFING WORKS		£2,170,000
Balfour Primary School (Junior)	Replace tiled roof above classrooms (phase 3)	
Bevendean Primary School	Renew flat roof to admin corridor & reception	
Blatchington Mill School	Replace flat roof covering above changing rooms	
Blatchington Mill School	Replace Gym roof	
Carden Primary School	Replace flat roof above Music Service corridor	
Carden Primary School	Replace roof over KS2 Classroom & Main roof	
Carlton Hill Primary School	Replace flat roof above Kitchen. Phase 4	
Coldean Primary School	Recover flat roof above rooms 31-43	

Coombe Road School	Replace flat roof covering above Hall
Coombe Road School	Replace flat roof over toilet
Downs Infant School	Recover flat roofs over classrooms (phase 2).
Downs Junior School	Replace flat roof & roof lights to 2nd floor storeroom, boys toilets & SENCO room & single story section.
Hangleton Primary School	Replace flat roof coverings to Junior Corridor
Hertford Infant School	Replace roof over boys WC
Hertford Junior School	Replace flat roof coverings (phase 2)
Homewood College	Repairs to flat roof (phase 1)
Hove Park School	Replace roof above Gym to rear of (upper site)
Longhill School	Recover flat roof above Hall & renew cladding
Longhill School	Replace roof to Freezer Store
Mile Oak Primary School	Replace roof lights on Infant & Juniors roofs.
Patcham House School	Repairs to pitched roofs
Patcham Junior School	Recover pitched roof to front of main building and Hall
Peter Gladwin Primary School	Recover flat roofs above classrooms & Hall
Portslade Sports Centre	Replace flat roof adjacent to squash courts & remove asbestos cladding
Portslade Sports Centre	Replace flat roof above equipment store
Queens Park Primary School	Recover flat roof above Nursery
Saltdean Primary School	Renew flat roof above Lower Hall (high level only)
St Peter's Infant School	Replace flat roof between pitches
West Hove Infant School	Recover roof over Hall & flat roofs
West Hove Junior School	Pitched roofing works to main building
Woodingdean Primary School	Recover flat roofs East side
Woodingdean Community Centre	Replace flat roof covering

ELECTRICAL WORKS**£55,000**

Coombe Road Primary School	Replace 3 phase head
Mile Oak Primary School	Upgrade lighting & remove asbestos ceilings phase 1
Queens Park Primary School	Upgrade sub main to Kitchen

TOILET WORKS**£605,000**

Brunswick Primary School	Toilet Refurbishment Boys & Girls year 3
Brunswick Primary School	Toilet refurbishment Girls 1st floor (infant side)
Carden Primary School	Toilet Refurbishment Key stage 2 Boys
Carden Primary School	Toilet Refurbishment Keys Stage 1 Boys
Coombe Road School	Toilet refurbishment Boys 0/047
Coombe Road School	Toilet Refurbishment & damp proofing Girls Top of School
Fairlight Primary School	Toilet refurbishment 1st floor Girls & Boys
Patcham Junior School	Toilet refurbishment Girls & Boys reception
Peter Gladwin Primary School	Toilet Refurbishment Key stage 2 Boys and Girls
Portslade Village Centre	Refurbish toilet
Stanford Junior School	Toilet refurbishment & roof repairs to Boys & Girls

MECHANICAL WORKS		£775,000
Benfield Junior School	Replace Boiler	
Blatchington Mill School	Replace heating distribution for main building (Phase 2)	
Blatchington Mill School	Upgrade gas supply	
Carden Primary School	Replace water main	
Coldean Primary School	Replace Boiler Plant & Pipework - final phase	
Elm Grove Primary School	Replace heating controls	
Elm Grove Primary School	Insulate heating pipework to resolve temperature control issues	
Rudyard Kipling Primary School	Heating & Pipework Replacement (phase 2)	
Stanford Infants	Install air heating to Kitchen	
Various School	Gas tightness testing	
SURFACING WORKS		£192,500
Balfour Primary School (Infant site)	Resurface playground 31T	
Bevendean Primary School	Resurface playground (lower)	
Blatchington Mill School	Resurface access road, path to rear of site and East playground	
Brunswick School (Junior site)	Resurface playground	
Carden Primary School	Resurface playground	
Cedar Centre, Lynchet Close	Replace paving slabs to rear elevation	
Coldean Primary School	Resurface infant playground	
Downs Park School	Resurface carpark	
Hove Park School	Resurface playground (lower site)	
Patcham Infant School	Resurface rear playground	
St Peter's Infant School	Resurface playground	
Stanford Junior School	Resurface front playground	
West Hove Junior School	Re-surface playgrounds	
		Sub total £4,800,000
		Fees at 10% £480,000
		TOTAL £5,280,000

Subject:	External Scrutiny of Children's Services		
Date of Meeting:	7 March 2016		
Report of:	Executive Director for Children's Services		
Contact Officer:	Name:	Carolyn Bristow	Tel: 293736
	Email:	Carolyn.Bristow@brighton-hove.gov.uk	
Ward(s) affected:	All		

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 This report provides an overview of key elements of external scrutiny that the children's services directorate is subject to, covering inspection frameworks, sector led improvement approaches and key national data returns we are required to make to central government.

2. RECOMMENDATIONS:

- 2.1 That the committee notes the content of this and the appended report.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The children's services directorate is answerable to a wide range of inspection frameworks from Ofsted. We also work closely with partners across the city who are subject to inspections.
- 3.2 The Single Inspection Framework (SIF), which focuses on children in need of help and protection, children in care, care leavers and the local safeguarding children's board (LSCB), is still being rolled out by Ofsted across all Local Authorities in England and Wales. In Brighton & Hove we had our SIF inspection in 2015. They have recently announced this programme will continue until the end of 2017, therefore we can expect a new round of national inspections will commence in 2018.
- 3.3 We are however currently preparing for another social work inspection, the Joint Targeted Area Inspection (JTAI). This is a new, multi-agency inspection between Ofsted, Probation, Police and the health inspectorate. A 'deep dive' theme will be used for every 6 months of this new framework, starting with Child Sexual Exploitation and Children Missing from Home, Care and Education.
- 3.4 Schools in Brighton and Hove are performing well overall and the number of pupils attending good or outstanding schools in the city is above the national average. The new Ofsted common inspection framework was introduced last autumn and colleagues within the Education & Inclusion branch continue to review school performance termly and provide appropriate support and challenge.

- 3.5 The city's community and adult learning provision was recently inspected and we are awaiting the results to be published.
- 3.6 Ofsted plan to introduce a new inspection in May 2016 focussing on how local areas fulfil their responsibilities towards disabled children and young people and those with special education needs and we are currently preparing for that new framework.
- 3.7 Brighton & Hove's two residential children's homes for children with disabilities are inspected yearly and were last judged to be good or outstanding.
- 3.8 Children's Centres are subject to an Ofsted inspection but this framework is currently on hold due to a review, the outcome of which is expected in Spring 2016.
- 3.9 As a local authority, our main interaction is with Ofsted, however, we do need to be aware and prepared for inspections from other organisations such as Care Quality Commission, Police and Probation, particularly for integrated services such as children's centres and youth offending.
- 3.10 We also have a number of requirements to submit data to central government which is essential for our public accountability and comparing our performance against other local authorities.
- 3.11 Key elements of any inspection are the views and experiences of children, young people and their families and we are continuously developing ways to capture and consider these to influence service delivery.
- 3.12 We are committed to a sector led improvement approach and have used peer reviews to help us on our improvement journey in areas such as Missing Children and Children's Centres.
- 3.13 As Corporate Parents, elected Members have an enhanced role in social care inspections and are expected to understand the needs of local children and the quality of services provided. Ofsted and others have provided helpful guidance on their roles and responsibilities.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 Not applicable. Inspections and key national data returns are subject to statutory requirements.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 Not applicable, this report is for information only.

6. CONCLUSION

- 6.1 This report summarises all key elements of external scrutiny that the children's services directorate is subject to including the new Ofsted inspection frameworks for schools and social care. It is recommended that elected members understand their role and responsibilities in relation to our inspection activity.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 There are no financial implications as a direct result of the recommendation of this report. However, in order to comply with the Council's statutory obligations or address issues raised within inspections, it is possible that action would need to be taken that would place additional financial burden on the authority. In that instance it is important that any actions are properly costs, provide value for money and funds identified prior to implementation.

Finance Officer Consulted: David Ellis

Date: 23/02/2016

Legal Implications:

- 7.2 Inspection frameworks and external scrutiny provide a degree of validated assurance that will assist the committee in evaluating whether services are meeting statutory and regulatory requirements.

Lawyer Consulted: Natasha Watson

Date: 23/02/2016

Equalities Implications:

- 7.3 Much of the work that Ofsted and other inspectorates want to look at involves children and young people with protected characteristics. A lot of activity is focussed on these groups and full equalities impact assessments are carried out routinely for both day to day business and for any significant changes to services.

Sustainability Implications:

- 7.4 None

Any Other Significant Implications:

- 7.5 None

SUPPORTING DOCUMENTATION

Appendices:

1. Children's Services and external scrutiny: inspection frameworks, peer reviews and national returns. March 2016

Documents in Members' Rooms

1. None

Background Documents

1. None

Appendix 1

Children's Services and external scrutiny: Inspection Frameworks, Peer Reviews and National Returns

Carolyn Bristow
Service Development Officer - Children's Services
March 2016

This report sets out an overview of all key elements of external scrutiny the children's services directorate is currently answerable to. This covers inspection frameworks, sector led improvement approaches and key national data returns we are required to make to central government.

Inspection Frameworks

The Children's Services directorate is directly subject to a wide range of inspection frameworks from Ofsted. We also work closely with partners across the city who are have inspections on their provision. A summary is given below of some key areas of this work.

Social care

Single Inspection Framework (SIF)

This framework was introduced in 2014.

What are they inspecting? The specific remit of the SIF is to inspect children in need of help and protection, children in care, care leavers plus a review of the Local Safeguarding Children's Board (LSCB). For us, this means an inspection of our 'front door' to social work, all the work that takes place around a child's journey through the system and then leaving care as young adults or being adopted.

When did they last come? They inspected us in April/May 2015. It is a four week inspection framework.

What was the judgement? They judged that Children's Services in Brighton & Hove required improvement to become good. Our sub-judgements were:

Children in need of help and protection – requires improvement

Adoption performance – good

Experiences and progress of care leavers – good

Leadership, management and governance - good

The review of the LSCB found it to be good.

When might they come again? It is unlikely Ofsted will repeat the same inspection again with us. Authorities who were judged to be inadequate will get a re-inspection, but otherwise the SIF will continue until all local authorities in England and Wales have been visited, then a new framework will be launched. This is likely to commence in January 2018.

We produced an action plan as part of our response to the Ofsted inspection and will be conducting an annual review to check progress against that plan.

Joint targeted inspection framework (JTAI)

This new framework was launched in January 2016 and is a multi-agency inspection between HMI Ofsted, Probation, Police and the Care Quality Commission who look at health services. They will inspect the front door to services plus a 'deep dive' theme will be used for every 6 months of this new framework, starting with Child Sexual Exploitation and Children Missing from Home, Care and Education. This is a shorter inspection than the SIF but requires a partnership response.

Ofsted targeted inspection framework

This framework was launched in January 2016 and is very similar to the JTAI, except it is only looking at the local authority arrangements. This framework is likely to be used where there are significant concerns eg from whistleblowing, complaints or a previous inadequate inspection. Like with the JTAI, Ofsted have nominated a theme for the first 6 months of this framework and this too will be CSE / Missing. Therefore the preparation work for the JTAI would also be relevant for this inspection.

Children's Centres

What are they inspecting? Ofsted inspects Children's Centres looking at a range of matters including knowledge of local communities, delivering high standard services, targeting vulnerable groups and good partnership working.

What did they last come? Ofsted visited all of our Children's Centres between March 2011 and December 2012

What was the judgement? All of our Children's Centres are judged to be good or outstanding

When might they come again? The inspection framework is currently on hold with a review due in Spring 2016.

Please note that the Care Quality Commission (Health inspectorate) will also visit any integrated provision we provide in order to inspect the health elements. This includes looking at council buildings where health services are delivered and there is an expectation the premises will be compliant with NHS infection control guidance, therefore annual audits on this are undertaken.

Education, skills and early years inspections

The Common Inspection Framework was launched in September 2015 and covers the inspections of maintained schools, academies, non-association independent schools, further education and skills providers and registered early years settings. As with the Single Inspection Framework for social care inspectors will offer a judgement on overall effectiveness. They will also make graded judgements on:

- the effectiveness of leadership and management;
- quality of teaching, learning and assessment;
- personal development, behaviour and welfare; and,
- outcomes for children and learners

Early Years

As at December 2015 88% of Brighton & Hove early years providers (including private, voluntary and public sector run nurseries, pre-schools and child-minders) were judged to be good or outstanding by Ofsted. Of the nurseries run by the council 3 are outstanding, 3 good and 1 judged to be satisfactory.

Schools

As of the end of December 2015 83.3% of B&H schools are judged to be good or outstanding by Ofsted. The percentage of pupils in good or outstanding schools is 88.1 in primary and 80.8 in secondary, above national averages.

Colleagues in Education & Inclusion review the performance of schools on a termly basis and ensure that schools who are on the journey to good receive support and challenge and that schools judged good or better that may be at risk of losing those judgements also receive appropriate support and challenge.

Following the introduction of the new framework in 2015 it takes a little time to 'bed down' as inspectors and school leaders understand the changes and the implications they will have on the judgements made.

Colleges and sixth forms

Inspections of these institutions are also covered under the common inspection framework as referenced above. Ofsted are interested to see how the individuals benefit from the education provided and they look in detail at those with protected characteristics such as disabilities or those from a BME community.

School Improvement

Ofsted updated their School Improvement Inspection Framework in 2014. This framework allows them to look at the local authority arrangements for supporting improvement in schools and the education of children & young people. These inspections assist local authorities in their duty to promote high standards and fulfilment of potential so that all children & young people benefit from at least a good education. The new framework amended the previous overarching judgement of effective/ineffective to a narrative judgement.

Community and adult learning

These providers are graded on the following where appropriate: 16-19 study programmes, adult learning programmes, apprenticeships, traineeships and provision for learners with high needs.

Our local provision (managed by the Friends Centre) was recently inspected and we are waiting for the report to be published.

Special Educational Needs and Disabilities

SEND Reforms

Ofsted have recently consulted on a proposed new inspection framework looking at how effectively local areas fulfil their responsibilities towards disabled children and young people and those with special educational needs. This will be a joint inspection with the Care Quality Commission and is expected to commence in May 2016. As yet the detailed inspection framework has not been released but a working group is already looking at developing a self-assessment, engagement activities with partners and practical planning for when the inspectors are here.

Residential homes

We have two residential children's homes in Brighton & Hove and these are for children with disabilities offering long and short term residential options.

They are inspected annually with a progress visit 6 months later.

Drove Road was last inspected in 2015 and was judged to be Good and are working on their Ofsted action planning and preparing for the next inspection

Tudor House was last inspected in 2015 and was judged to be Outstanding

Regular Meetings

The Ofsted Regional Director or their representative meets with the Director of Children's Services to discuss findings of inspections

The link officer from HMI Ofsted (schools) meets with the Head of Standards and Achievement and officers relevant to the focus of the meeting each term to discuss inspections in the city, progress of schools to good and any other issues they wish to raise.

The Regional Schools Commissioner has oversight of the performance of academies and free schools and the local authority can report any concerns about academies and free schools to them.

Department for Education / National College for Teaching and Leadership
Meets with the local authority termly to discuss schools causing concern and the action the we are taking.

The Directors of Education for the Diocese of Chichester (Church of England) and Diocese of Brighton and Arundel (Catholic Diocese) meet with the Head of Standards and Achievement termly to discuss the performance of their schools.

Beyond inspections

Ofsted are often interested in wider areas of local authority work that are not always subject to in depth inspection frameworks. Examples include private fostering and early help provision. Ofsted have in the past published themed reports on specific topics, these are a useful tool for learning about best practice and benchmarking our activities and outcomes against others. This will now continue with the JTAs, every

six months Ofsted will produce a report on the overall findings from the most recent theme.

As a local authority our main interaction is with Ofsted however we do need to be aware and keep prepared for inspections conducted by other inspectorates such as Care Quality Commission, Police and Probation. This is particularly true of our integrated services such as Children's Centres and the Youth Offending Service.

A lot of work is undertaken across the authority to prepare for those inspections, this includes

- Maintaining up to date self assessments
- Creating and implementing action and development plans
- Detailed preparation on the information requirements by Ofsted in the immediate days following notification of an inspection
- Reviewing and using our performance tracking and management information methods
- Peer review activities (detailed further below)
- Communication plans for how to inform partners upon notification
- Practical arrangements like ICT support for inspectors working on site

A key element of any inspection is the voice and experiences of children, young people and their families. The local authority is always developing ways in which these can be captured, considered and then influence future service delivery. This can be through 1:1 conversations with a social worker, surveys, focus groups or formal consultations. A vital part of this work is acting upon complaints and comments received.

Role of Elected Members

It is also important to consider the role of elected Members in relation to our inspection activity. Ofsted and others such as the Local Government Association have issued helpful guidance for Members to explore their roles and responsibilities in this. In relation to the social care inspections Members will have an enhanced role as Corporate Parents and there will be scrutiny from inspectors on whether they have a grip on knowing the needs of local children as well as the quality of services provided.

Members can ensure they have this grip by a variety of means including

- Taking a tiered 'need to know' approach with a small number of members holding a lot of detailed knowledge, a wider group having a good general understanding and then some key briefings to all Members reminding them of their role and the various work that takes place to support continuous improvement
- Requesting reports at committee, allowing for cross party scrutiny of issues
- Requesting performance data and considering what this means for groups of different children
- For those who are also governors information about that specific school could be requested and analysed

Members will be invited to learn more about our services on World Social Work Day on 15th March 2016. .

Sector Led Improvement (SLI) approaches

As a local authority we are committed to developing as a learning organisation and we encourage our services to engage in sector led improvement approaches. This is a tried and tested method of service review and improvement which gains particular value by local, regional or national peers reviewing our services, providing feedback and making recommendations.

Children's Service's has been closely involved with organisational wide SLI activities such as the Local Government Association Peer Challenge in 2014 and the ongoing equalities assessment work being undertaken, with the Equalities Framework for Local Government assessment being planned for later this year.

Within the department there is a strong commitment to an SLI approach, with senior managers often supporting (when diaries allow) activities in other authorities. This helps us learn through manager development as well as observing practice elsewhere.

We have also invited peer review groups in to help us on our improvement journey in several areas, including.

- Missing Children
- Children's Centres

We are currently in discussions with the LGA for conducting a safeguarding peer review in June, an important point in our post SIF inspection activity to check our progress.

Key national data returns

We also have a number of requirements to submit data to central government. This is an essential element of our public accountability and allows us to benchmark our performance against our neighbours, statistical and otherwise.

A summary of some of our main returns is given below.

Education

- School Admissions – numbers of parental preferences met, numbers of appeals and annual confirmation of admissions arrangements
- GCSE / AS and A level results
- Year 1 phonics assessments
- School Census – an annual submission of a wide range of data from our schools including workforce and alternative provisions to mainstream
- Details on what work we are undertaking to improve school attendance, report on our work with parents
- School capacity and condition of premises
- Young people not in education, employment and training
- Early Years census – numbers of children in funded 2 year old places
- School exclusions
- Healthy weight programmes in schools

Social Care

- LSCB Child Death Review Panels – the number of deaths and whether any were judged to be preventable
- Children in Need census – details on those children in our Children in Need system
- Children in Care – details on those children in our care system
- Private Fostering – numbers of children in these arrangements
- Information on numbers and characteristics of both children adopted and adopters
- Information on fostering households, foster carers and those being fostered

Early Help

- Names, addresses and various identifiers (e.g. Date of Birth, NI number, NHS number) of individuals engaged locally on the Stronger Families Programme
- Troubled Families Programme Family Progress Data. Tracking trends in key areas such as domestic violence, mental health, and ASB, of individuals engaged locally on the Stronger Families Programme, for periods of one year prior to intervention up until closure of case.

Further enquiries

For any further enquiries or copies of any recent inspection reports please contact:

Carolyn Bristow
Service Development Officer
Children's Services
01273 293736 or carolyn.bristow@brighton-hove.gov.uk

CHILDREN YOUNG PEOPLE & SKILLS COMMITTEE

Agenda Item 71

Subject:	Standing Advisory Council for Religious Education (SACRE) Annual Report		
Date of Meeting:	Children, Young People and Skills Committee 07 March 2016		
Report of:	Pinaki Ghoshal, Executive Director Children's Services		
Contact Officer:	Name:	Hilary Ferries	Tel: 01273 293738
	Email:	Hilary.ferries@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 Since 1988 local authorities (LA) have had a duty to establish a Standing Advisory Council for Religious Education (SACRE).
- 1.2 Duties of SACRE
The SACRE advises the LA on matters relating to collective worship in community schools and on religious education given in accordance with the locally agreed syllabus. The locally agreed syllabus has to be reviewed every five years and the Brighton & Hove syllabus was last reviewed in 2013. Religious education is a statutory part of the basic curriculum for all pupils, but it is not a National Curriculum subject. SACRE also advises on Spiritual, Moral, Social and Cultural (SMSC) development.
- 1.3 The Education Act 1996, Section 391 (6) and (7) requires that each year the Standing Advisory Council on Religious Education (SACRE) from each Local Authority will 'publish a report as to the exercise of its functions and any action taken by the representative groups on the Council during the last preceding year'.
- 1.4 This report outlines the work of SACRE during the academic year 2014 - 2015
- 1.5 SACRE also deal with complaints about RE.
No formal complaints have been received this year.

2. RECOMMENDATIONS:

- 2.1 That the Committee notes the SACRE report and records its support for the work of SACRE.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 Following the review of the Agreed Syllabus in 2013, SACRE has continued to support development opportunities for staff and promote good practice.
- 3.2 In November 2014, teachers attended a joint Brighton & Hove East Sussex RE conference based on the findings of the 2014 HMI report on 'RE Realising the Potential'. The key feature of this report was the continued lack of rigour and challenge and the general poor quality of teaching about Christianity. Brighton & Hove SACRE agreed that Christianity should therefore be the focus for training in 2014-15.

The following training sessions took place:

- Being an RE Subject Leader – all day training open to all primary subject leaders
- Teaching Christian Concepts in the Primary School – ½ day training open to all primary subject leaders
- Assessment without levels – focus Christianity – twilight session in primary school
- Pupils' Spiritual, Moral, Social and Cultural Development and British Values – ½ day training open to all leaders primary/ secondary schools –

Feedback from all of the courses was overwhelmingly positive. As a result, many teachers new to subject leadership and in need of support with developing their schemes of work and programmes of study were able to plan and develop the RE curriculum

- 3.3 Following the DfE guidance 'Promoting fundamental British Values as part of SMSC in schools' November 2014 and the national and local focus in this area, the RE consultant and School Partnership Adviser led staff training for senior leaders in all schools to raise awareness of the importance of this subject.
- 3.4 SACRE continue to support the citywide priorities of promoting Black Minority Ethnic (BME) achievement and tackling radicalisation and, with the PSHE Team, prepared the 'Faith Guidance in Educational Settings' which has been distributed to all schools in the City.

4. How SACRE works

- 4.1 SACRE meets four times a year. New members receive a booklet on being a SACRE member and the group has received training using the National Association of SACREs (NASACRE) materials.
- 4.2 SACRE consists of members from different faith groups. The range of faith groups represented at meetings in the last year include: Baha'i Faith, Religious Society of Friends, Methodist Church, Baptist Union, Methodist Church, Salvation Army, Catholic Church and Jewish. The members' details also list the following: Buddhist, Roman Catholic Church and Muslim Faith, however representatives have not attended the recent meetings. A new representative for the Buddhist faith has been appointed and representation for the Roman Catholic Church, Coptic Christian Church and Muslim Faith are being asked to renew their representation.

New Churches Humanist Association were also contacted to see if they could supply representation to SACRE.

- 4.3 Teacher representation had been relatively low on SACRE as the only teaching union represented was NUT. The other teaching unions have been approached to see if they can find new representatives to sit on SACRE. In the meantime one primary RE specialist and a special school teacher have been co-opted onto the council to ensure that teacher representation is present. The Secondary School Partnership has been approached through the Teaching and Learning Consultant to see if they can find a secondary school RE specialist member.
- 4.4 The agendas for meetings were designed to reflect SACRE's desire to understand more about the general changes to education and specific local changes which may affect schools in their delivery of a rounded education including religious education.
- 4.5 SACRE has a budget of £8300. This funds a member of staff who clerks SACRE, time from an RE consultant, the meeting venues, training and the work with schools and other interested groups

5. Future Plans

Looking Ahead SACRE is planning to

- Review the Agreed Syllabus in accordance with its legal requirements and evaluate its use and effectiveness in Brighton & Hove Schools
- Continue to support schools developing assessment without levels in RE
- Continue to support schools with their development of SMSC and British Values
- Review the impact of the Faith Guidance for Brighton and Hove schools and colleges.
- Continue to support wherever possible council priorities of 'One Voice' and the prevent agenda
- Implement 'The Winning in the Game of Life' programme on SMSC and British Values in Brighton and Hove schools

6. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 6.1 SACRE is a statutory function

7. COMMUNITY ENGAGEMENT & CONSULTATION

- 7.1 SACRE has members from different faith groups in Brighton & Hove. SACRE is consulting with schools on their work

- 7.2 SACRE Membership
Chair of SACRE Rev Derek Bastide (Church of England)
Committees

Representatives of other faiths and Christian denominations other than the Church of England

Michael Hickman- Methodist Congregation
Rabbi Vivian Silverman - Jewish Community
Peter Ward – Roman Catholic
Michael Bray – Baptist Union
Rachel Shepherd - Salvation Army
Carolyn Drake – Buddhist Community
Harvey Gillman – Society of Friends
Mona Hajatdoost – Baha’I Faith
Vacancies: Sikh, Hindu, Jain, Russian Orthodox, Muslim and United Reform Church

Church of England

Reverend Derek Bastide
Linda Dupret
Ian Parks
Ruth Cumming (joined June 2015)

Councillors

Leslie Hamilton
*Ania Kitcat
*Stephanie Powell
*Andrew Wealls

Due to the election these councillors served for some of last year and were replaced in June 2015 by:

Amanda Knight
Nick Taylor
Michael Inkpin- Leissner

Teaching Unions

Laura Wells – NUT

Co-opted Members

RE consultant – Lilian Weatherly
LA Officer – Lisa Evans
University Representative – Tom Newlands (University of Brighton)
Special School Representative – John Coleman
Alison Haining – Primary School Teacher specialist

8. CONCLUSION

- 8.1 SACRE is a statutory body. It is fulfilling its function to promote, monitor and evaluate achievement in RE, collective worship and opportunities for Spiritual, Moral, Social and Cultural development in community schools across the city.
- 8.2 SACRE requests that Committee notes the report and expresses support for the work of SACRE.

9. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 9.1 There are no financial implications as a result of the recommendations of this report

Finance Officer Consulted: Dave Ellis

Date: 08/02/15

Legal Implications:

- 10.1 As indicated in the report the Education Act 1996, Section 391 (6) and (7) requires that each year the Standing Advisory Council on Religious Education (SACRE) from each Local Authority will 'publish a report as to the exercise of its functions and any action taken by the representative groups on the Council during the last preceding year'

Lawyer Consulted: Natasha Watson

Date: 25.02.16

Equalities Implications:

- 11.1 SACRE seeks to ensure quality RE teaching to encourage knowledge of and respect for all religions

Sustainability Implications:

- 12.1 There are no sustainability implications

Any Other Significant Implications:

- 13.1 There are no other significant implications

CHILDREN, YOUNG PEOPLE AND SKILLS COMMITTEE**Agenda Item**

Brighton & Hove City Council

CHILDREN, YOUNG PEOPLE AND SKILLS COMMITTEE**Agenda Item 76**

Brighton & Hove City Council

Subject:	City Employment & Skills Plan and Area Review Update		
Date of Meeting:	7th March 2016		
Report of:	Nick Hibberd, Acting Executive Director, Environment, Development & Housing and Pinaki Ghoshal, Executive Director, Children's' Services		
Contact Officer:	Name:	Cheryl Finella and Rachel Carter	Tel: 29-1095 and 294921
	Email:	Cheryl.finella@brighton-hove.gov.uk rachel.carter@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE/**1. PURPOSE OF REPORT AND POLICY CONTEXT**

- 1.1 This report updates the Committee on progress to date on the development of the new City Employment & Skills Plan (2016-2020) and informs the Committee of the outcomes from the consultations, the emerging priorities and recommendations for action.
- 1.2 It also provides an update on the Sussex Area Review of post 16 provision and the aligned local review.

2. RECOMMENDATIONS:

- 2.1 That the Committee notes the emerging priorities and recommendations for action to be taken forward for the new City Employment & Skills Plan (2016-2020).
- 2.2 That this City Employment and Skills Plan is also being presented to the Economic Development and Culture Committee on March 10th 2016.
- 2.3 That the final City Employment & Skills Plan and a full report of the Sussex Area Review and local review will be presented to this committee on 6th June 2016.
- 2.4 That the Committee notes the developments contained in the Committee paper "Proposed changes and developments in the council's Youthwork Service.

3. CONTEXT/ BACKGROUND INFORMATION

3.1 A report proposing the development of a new City Employment & Skills Plan (2016-2020) was agreed by the Children, Young Peoples & Skills Committee on the 20th July 2015 and noted by the Economic Development & Culture Committee on the 17th September 2015.

3.2 The new City Employment & Skills Plan is focused on the key priorities outlined below:

- Establishing an Employer Skills Task Force to provide the vital business leadership to support both the development and delivery of the new Plan;
- Exploring new delivery models for boosting the number of apprenticeship opportunities across the city and the Greater Brighton City Region, with a particular focus upon high quality skilled apprenticeships, for 16-24 year olds;
- Creating a step change in how the City Council and other public sector bodies creates apprenticeship opportunities as major employers;
- Exploring initiatives which aim to eliminate long-term youth unemployment in the city through new ways of working in partnership with the Department for Work and Pensions (DWP), the Skills Funding Agency and the private sector; and
- Supporting those marginalised from the labour market into jobs.

3.3 The City Employment & Skills Plan supports the delivery of both the *Economy & Jobs* and *Children & Young People* priorities of the City Council's Corporate Plan 2015-19.

3.4 An Invitation to Tender to develop the new Plan received interest from six bidders. The successful consultants, Rocket Science, were appointed in November 2015.

3.5 Following the initial approval by the Children, Young Peoples & Skills Committee (July 2015) and Economic Development & Culture Committee (September 2015) it was agreed that update reports would be presented to the two committees in March 2016.

3.6 The Plan will explore ways to support those who are most marginalised from the labour market. The council wishes to ensure that all disabled people and those from Black and Minority Ethnic (BME) Groups are able to compete for secure sustainable employment and career progression as effectively as non-disabled or non-BME residents. The council is therefore preparing two separate Invitations to Tender, as follows:

- Provide a set of practical recommendations to remove barriers so disabled people in the city are able to compete effectively for jobs; and
- Produce a set of proposals for interventions that will result in a tangible increase in the employment chances of BME communities currently facing discrimination in the labour market.

City Employment & Skills Plan – Emerging Priorities

- 3.7 The following emerging priorities for the city were identified based on 25 interviews with key stakeholders, an assessment of the labour market, trend analysis and comments at the first consultation event held in December 2015. As a result of the research and consultation three main themes have emerged, which are outlined below:
- **No one left behind:** those suffering disadvantage in the labour market (unemployment, low pay or lack of aspirations) are supported effectively to make the most of the economic opportunities available in the Greater Brighton City Region.
 - **Learn to earn:** young people and those making career transitions are supported on their journey from learning to earning and can take advantage of the career, lifestyle and further education opportunities that the city has to offer. This is an issue for all ages, not just young people; and
 - **Benefiting from growth:** key growth sectors such as Creative, Digital and IT along with core sectors such as Tourism and Hospitality which are critical to sustaining a healthy and vibrant city, can access employees with the right technical skills, aptitude and readiness for work.

City Employment & Skills Plan – Recommendations for Action

- 3.8 A set of recommendations for action were produced under each of the emergent priorities and were discussed at the second consultation event held in January. Work is underway to refine these recommendations into actions that will sit within the CESP, which are outlined below.
- 3.9 **Putting employers at the heart of the plan:** The development of a City-wide employer brokerage model which engages with businesses, schools and providers to support the delivery of apprenticeship for young people and those adults in work. The model will also support all ages gain work experience, pre and in-work training and in-work progression etc. The brokerage model will build a database of employers and their needs that will generate vital intelligence about current and emerging recruitment and skill needs.
- 3.10 **Developing and improving the quality and capacity of our providers:** Recommend the development of a city 'kite mark' to provide assurance to individuals and employers that provision is good quality and that providers are signed-up to working through the brokerage model. This will help to deliver agreed standards of quality for effective referral and case management of the individual. It will include a support programme which helps providers to respond to changing funding arrangements such as apprenticeships and new funding opportunities from joint-working.
- 3.11 **Developing a 'Brighton' case management standard:** Recommends the development of a 'Brighton' approach to case management to ensure that people do not 'fall through the gaps' during their transition through different services and organisations. The aim is to help reduce duplication or conflict of the services/activities available to them. It will entail developing the skills and knowledge of front-line workers across key agencies and for them to commit to early intervention by them pooling resources and/or funding to help the individual.

3.12 Developing support for income and skills progression for the employed: The establishment of a City-wide action plan will build on the findings of the Fairness Commission to support workers on low-incomes or facing skills and progression challenges and focus specifically on the following:

- Helping those individuals on low-incomes (below Living Wage and those where the Benefit Cap of £20,000 is insufficient);
- Improving the career progression of those in entry-level jobs through the organisation or sector to higher level jobs and pay; and
- Employers offering flexible working arrangements and support to part-time workers.

3.13 Development of an all-age and sector-based response: Recommend the development of an all-age and sector-based response to support key sectors: CDIT; Hospitality and Tourism; Retail; and the Public Sector in the City. This approach will bring together existing providers to provide a response that addresses skills gaps in these sectors and also work with employers to design relevant and high quality pre- and post-employment provision. It will deliver training programmes designed with employers to improve the quality of skills provision and help to ensure that investment into skills is better targeted and related to sector needs.

3.14 A Workforce development programme for small and micro-businesses: Recommend a targeted programme for smaller businesses which provides tailored brokerage and support to build solutions around their specific recruitment needs. This will help support the small and micro-businesses in the City to build a workforce development solution around their individual business needs.

3.15 Details of the emerging priorities and how they link to the actions are in Appendix 1. Full details of the recommendations for action are in Appendix 2. In addition, Appendix 3 contains employment and skills data for Brighton & Hove.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

4.1 The do nothing approach represents risks for Brighton & Hove and its residents because of a number of factors which will impact on the labour market and skills and employment in the City including but not limited to; changes to the funding landscape for skills; the changes to benefits for under 25 year olds; the introduction of an Apprenticeship Levy in April 2017; high number of Employment Support Allowance claimants in the city etc.

4.2 Following the approval for a new City Employment & Skills Plan by the Children, Young Peoples & Skills Committee (July 2015), no alternative options were considered.

5. COMMUNITY ENGAGEMENT & CONSULTATION

5.1 The working group has engaged with key supply-side providers, public bodies, third sector partners and business representatives who were consulted throughout the development of the new Plan. Over 100 delegates attended the first consultation event in December 2015 looking at the key priorities for the Plan.

- 5.2 A second consultation event took place in January 2016 to gather feedback on the recommendations for action, which was also well-attended (70 delegates) and received positive feedback.
- 5.3 During the consultation period, over 25 in-depth interviews were conducted with key stakeholders and an additional online survey was completed by over 170 respondents.
- 5.4 The development of the new Plan is taking account of the work of the Fairness Commission to ensure that there is alignment with its work. The Fairness Commission has prioritised access to employment & training as an issue to be addressed. Rocket Science presented the emerging priorities for the Plan to the Commission on 20th January 2016.

Employer Skills Task Force

- 5.5 Establishing an Employer Skills Task Force is an integral part of the development of the Plan to ensure that the city's major employers are central to its development.
- 5.6 In September 2015 following consultation between the council and the local business community, a new Employer Skills Task Force (ESTF) was formed. The ESTF's remit was to consider how the number of apprenticeships can be increased locally; how those who have not worked for some time can be supported back into work; and, how more businesses can be encouraged to engage with schools as a way of helping to build and grow a pipeline of local talent able to enter work and learning with a greater understanding of the local job and career opportunities in different sectors.
- 5.7 Zac Toumazi, Chief Executive of Sussex Cricket Ltd, was appointed as Chair of the Task Force supported by Deputy Chairs Gary Peters, Founder and Chief Executive of Lovelocaljobs.com, and Charlotte Blant, CEO at Youthforce. The ESTF is a time-limited group; it met five times between September 2015 and January 2016.
- 5.8 Members included businesses, schools, training providers, the two universities and other representatives. By seeking to address the local challenges, stakeholders from across the Greater Brighton City Region (Adur & Worthing, Lewes and Mid-Sussex) were invited to be involved in recognition that these local economies are inter-linked and that joint working will reap benefits for all.
- 5.9 The Employer Skills Task Force will be making recommendations which will be revealed later this month along with a call to action for the City's employers to get involved.
- 5.10 Brighton & Hove City Council as a large employer in the City is a member of the Task Force and currently has 39 apprentices and is in the process of recruiting seven more. The council has been working with City College Brighton and launched an apprenticeship offer to staff working at the council to take up apprenticeships and has received 25 applications.

- 5.11 The council also supports contractors in delivering elements of their Employment & Training Strategies and City College by brokering opportunities for college students to access apprenticeship placements with contractors on major projects in the city.
- 5.12 There are a number of apprenticeship opportunities arising from new and major developments in the pipeline in Brighton & Hove, including the i360 which is expected to create 169 permanent jobs and the Aparthotel, which will create around 30 jobs. The 3Ts Royal Sussex Hospital redevelopment is expected to create 50 apprenticeship starts by 2020 and offer a wide ranging programme of engagement with schools, colleges etc.
- 5.13 In addition, the council has run and supported city wide events to promote apprenticeships. In March 2016 it is supporting the Sussex Chamber of Commerce to organise a Your Future Careers Fair, for all schools and colleges to send students who have an interest in STEM (Science, Technology, Engineering and Maths) subjects. This event will have a focus on apprenticeships.

6.0 UPDATE ON THE SUSSEX AREA REVIEW (SAR)

- 6.1 The Sussex Area Review has extended its consultation until the end of April 2016 for the following reasons:
- Revised rules on academisation opportunities for 6th form colleges won't be published until mid-February 2016; and
 - Further clarity on the rules detailing funding and support for any restructuring proposals by colleges is not yet available.
- 6.2 The local review, which is aligned to the SAR, is continuing its consultation with schools and colleges exploring opportunities for collaboration with regard to its existing provision. It is also connecting with the Employer Skills Taskforce, identifying skills gaps, the impact on curriculum and challenges that are being faced. It will be making recommendations for consideration by the schools and colleges governing bodies.

7 CONCLUSION

- 7.1 Committee is asked to note the progress update for the development of the City Employment & Skills Plan.
- 7.2 Committee is asked to note the identified skills and employment needs in the city and how the proposed actions will address those needs over the life of the plan, as outlined in this report and summarized below:
- A city-wide employer brokerage model which engages with businesses, schools and providers to support the delivery of apprenticeships, work experience, pre and in-work training etc;
 - A 'kite mark/quality standard' to provide assurance to individuals and employers that provision is good quality;

- Case management approach to ensure that people do not ‘fall through the gaps’ during their transition between different agencies and providers;
- City-wide action plan which will build on the findings of the Fairness Commission to support workers on low-incomes or facing skills and progression challenges;
- Development of an all-age and sector-based response to support key sectors (CDIT, Hospitality and Tourism, Retail and Public Sector) and bring together existing providers to address skills gaps in these sectors and deliver training programmes with employers to meet their needs; and
- A targeted programme for small and microbusinesses which provides tailored brokerage and support around their specific recruitment needs.

7.3 The report will consider new governance models to oversee delivery of the Plan.

7.4 Committee is asked to note the next steps:

- Final City Employment & Skills Plan (2016-2020) report will be prepared by June 2016 once the recommendations from the Fairness Commission have been considered and when the outcome of the Sussex Area Review has reported back;
- Final Plan will go to Full Council for approval; and
- Implement the recommendations for action over the lifetime of the plan for monitoring by the council.

7.5 Committee is asked to note that the final City Employment & Skills Plan and a full report of the Sussex Area Review and local review will be presented to this committee on 6th June 2016.

8 FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

8.1 There are no direct financial implications associated to the recommendations in this report.

8.2 A budget of £0.035m was identified for development of the City Employment & Skills Plan and to support the evaluation and appraisal of any new service delivery models arising from the review of the plan. £0.030m was identified from the City Regeneration Investment Fund reserve and £0.005m from the existing revenue budget within the City Regeneration service. The development of the new plan is being project managed by the Economic Development Team within the City Regeneration service.

8.3 Costs associated with the delivery of the actions set out in the plan will be assessed within relevant future reports of business cases to seek appropriate approval and will be subject to available funding.

Finance Officer Consulted: Steve Bedford

Date: 15/02/16

Legal Implications:

- 8.4 There are no direct legal implications arising from this report. The final City Employment & Skills Plan will need to consider the legal implications of the actions and initiatives proposed within it before they are presented back to committee for final approval.

Lawyer Consulted:

Oliver Asha

Date: 22/02/16

Equalities Implications:

- 8.5 The Plan's main aim is to tackle unemployment and underemployment and thereby help to address inequality. The consultants are identifying any equalities implications concerning the Plan or its outcomes and an Equalities Impact Assessment will be developed alongside the skills Plan and the Plan will take into account recommendations from the Fairness Commission

Sustainability Implications:

- 8.6 The plan will complement the strategic objectives in the council's Economic Strategy. These include tackling barriers to employment, supporting the low carbon economy and growth of the CDIT sector. In addition, it will link to the work being undertaken by the Greater Brighton Economic Board. The plan will also link to the emerging Coast to Capital ESIF (Economic Structural & Investment Fund) projects. Improving the job prospects of the resident workforce will improve economic sustainability.

Any Other Significant Implications

Crime & Disorder Implications:

- 8.7 Studies have repeatedly linked unemployment to rising crime and the deterioration of health. Labour market policies can play a role in reducing crime rates and reducing unemployment in the city should have a positive impact on reducing levels of crime.

Risk and Opportunity Management Implications:

- 8.8 Measures will be put in place to monitor and manage any risks.

Public Health Implications:

- 8.9 The Office of National Statistics (ONS) measures national wellbeing and established that economically inactive people have lower levels of wellbeing than those in employment and that even being under-employed is detrimental to wellbeing. The 2015 Public Health report focuses on equalities impacts and that information from this document will help inform strategies to address equalities in the delivery of the plan. The plan will aim to have a positive impact on those residents in the city that are unemployed or under-employed.

Corporate / Citywide Implications:

- 8.10 The new plan supports the delivery of both the Economy & Jobs and Children & Young People priorities of the City Council's Corporate Plan 2015-2019. The plan is being written at a time when Local Authorities are facing significant cuts to their budgets and, at the same time, the implications of welfare reform are becoming unknown, with growing numbers of residents being detrimentally financially affected. The interventions in the plan will potentially help reduce the financial burden on the Local Authority.

SUPPORTING DOCUMENTATION

Appendices:

1. Summary of Emerging Priorities
2. CESP actions for discussion
3. Brighton Story

Key Issues – Young people	Ambition	Challenges	Interventions	What is needed?
<p>Council’s commitment to reduce youth unemployment to zero Lack of apprenticeship take-up (falling behind other areas) which has dipped in recent years Disparate and uncoordinated apprenticeship offer to both employers and young people, some mismatch in provision and perception of poor quality Careers and IAG offer seen as not fit for purpose, although lots of initiatives and active group operating for young people. Greater issue for adults Employers reporting Brighton young people are not ready for work</p>	<p>There is a clear set of ambitions emerging from stakeholders (eg ESTF): The development of an apprenticeship brokerage/training organisation to be the intermediary between employers, providers and schools. Structure to be determined.</p>	<p>Apprenticeship funding, structure and provision going through radical shake up in next 18 months nationally - new engagement platforms, frameworks and standards being introduced. Is now the right time as it could add greater confusion, and much is subject to change? Potentially little influence through devolution asks (ie over the use of the levy) Need for improved employer engagement to extend beyond apprenticeship offer Financial and management commitment needed beyond three years – reputational/sustainability risk</p>	<p>Develop an apprenticeship offer to focus on sectors that are underserved and trail-blaze new frameworks in the GB area. With other public sector partners prepare for 2017 with a GB public sector apprenticeship offer (ie across LA, NHS, Univs) Existing infrastructure needs to prepare for changes – opportunity to re-engineer provision and sector focus through targeted support and area review. Focus on college provision where numbers are greater and develop a local accreditation/quality standard Develop a broader provider/engagement standard and brand in preparation for plugging gaps in local delivery of 2020 vision and building on Employer Pledges</p>	<p>1. Managing employer demand effectively A transformational approach to working with employers through establishing a single point of access, route to information for employers. This could be scaled across the GB area and focused on brokering a range of employer interactions (for both young people and adults) - engaging and signposting employers to schools/colleges/providers – collecting insight into recruitment/skills needs and experience; identifying business support needs and signposting/referring on. 2. Driving and improving supply side quality and behaviours – building resilient skills provision Need to drive up quality in engagement and delivery across all providers. Development of a local standard/kitemark supported by capacity building to be used as a local guarantee of service/delivery and a pre-requisite for commissioning and contracting.</p>

<p>(not unusual, but particularly striking among B&H employers)</p>	<p>Development of a coordinated City-wide skills and careers offer which:</p> <ul style="list-style-type: none"> a) Creates and embeds better links between employers/schools, young people /local residents b) Improves information on vocational pathways and c) Supports the delivery of vocational skills and qualifications linked to employer needs 	<p>Careers and IAG challenges are not unique to Brighton, but dealt with differently across GB (how to gain consensus for initiatives across the region). National Careers Service and Careers and Enterprise Company bedding in</p> <p>Ability to influence devolution deal</p> <p>Competition for young people causes tensions (not always in their best interests); Initiatives subject to short term funding</p>	<p>17 year old guarantee will enable access to young people with careers information – opportunity here to drive, assess and improve quality of provision and materials</p> <p>A focus on driving careers information related to opportunities in the GB area</p> <p>Improved employer engagement and connectivity linked to work experience, apprenticeships and vocational support could be transformational</p>	<p>3. Communications strategy</p> <p>Coherent and area focused communications campaign targeting all residents about work and skills opportunities/ pathways. 1000 in a 1000 days is good publicity, but quality is what really matters</p>
-------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Key Issues – ESA/Low Pay	Ambition	Challenges	Opportunities	What is needed?
<p>Over 13,000 residents on Employment Support Allowance, of which 70% are over 50 and over 50% report their primary condition as mental health Living Wage appears to be having impact, but effect of benefit cap to £20,000 means 650 households affected as Universal Credit is rolled out and costs of housing increase in the City</p> <p>Lots of provision but very disconnected, duplicated and often short term, offered by a range of providers/services that do not necessarily connect and are likely to be interacting with same individuals/households</p> <p>Focus on getting into work or pathways to work – little support</p>	<p>There is less of a consensus on ambition to address this priority owing to its size and complexity. We suggest that ambition focuses on the c1500 who are WRAG (key clients of the new Work and Health Programme)</p> <p>Improving access to the labour market for those who face the greatest disadvantage and challenge focusing on those on work related benefits (ESA etc)</p>	<p>New Work and Health programme replacing Work Programme – significantly reduced investment will require a different model and access to other funding and support to make it work locally</p> <p>This will require integrated working within the council and across local partners</p> <p>Cohort facing real barriers need ‘client friendly’ employers to offer work experience and greater investment/quality of pre-placement support to demonstrate how this cohort can be as dependable a recruit as a graduate for entry level jobs</p>	<p>City deal offers opportunities to influence the Work and Health Programme</p> <p>Could the council become a direct deliverer/provider on the new programme as a way of corralling, developing and managing support - building on its work around troubled families and welfare reform and adult health and social care priorities?</p> <p>Opportunity to use employer engagement model more widely to support this group and create group of cohort friendly employers through the emerging Employer Pledge</p>	<p>4) Strategic level commitment and support to the Work and Health Programme</p> <p>This will include: clear roles and responsibilities (dependent on council’s position) on approach to local delivery; a programme of capacity building with key staff across all the agencies working with the cohort to understand issues and responses; a single common assessment framework and client tracking system; the development of a senior level working group and case management to bring together different agencies to resolve issues collectively.</p> <p>5) Development of City-wide low income and progression strategy and action plan</p> <p>Lead the development of a strategy and action</p>
	<p>Developing complementary packages of support to those who need to increase their household income, targeted approach to Universal Credit roll out via Jobcentre Plus</p>	<p>Perceptions of JCP moving from ‘sanctioning’ to coaching, UC is an offer but might be met with scepticism from both clients and providers</p> <p>Lack of funding available for those in work and reticence to access loans will</p>	<p>Access to individuals and households through network of community based providers/organisations</p> <p>Using flexibilities around the Adult Skills Budget and accessing other funding through ESIF and other pots to develop a Brighton skills and income</p>	

<p>currently in work or for progression on vocational pathways or to improve income levels ‘Job-blocking’ by graduates is impacting on access to entry-level jobs for those furthest from labour market</p>	<p>Developing and extending the current IAG offer to all ages and supporting access to different levels within vocational pathways through higher level skills training and development</p>	<p>hinder access to training and upskilling Navigating the system will be a challenge and identifying those who need support, but who do not meet UC criteria and are not in the system. Focus on UC limit masks issues around broader affordability issues re: housing in the City. Is £21k enough for a family to live on?</p>	<p>escalator programme to support those in low-wage, part time work. Providing further training opportunities, short work based training/certification.</p>	<p>plan with partners to agree a city-wide approach to supporting low-income residents building on the success of the Living Wage and outcomes from the Fairness Commission.</p>
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Key issues – Workforce development	Ambition	Challenges	Opportunities	What is needed?
<p>Readiness for work in terms of attitude and behaviours is a key challenge - amplified for young people and the more disadvantaged but applies also to graduates</p> <p>Current provision is considered of variable quality and not necessarily linked to employer needs</p> <p>Competition for funding and accessing employers is creating confusion and resulting in disengagement of employers</p> <p>Employers lack the means to influence provision and are generally less likely to look to public agencies for solutions/support</p> <p>Graduates that choose to stay in Brighton are not moving into higher level jobs and opportunities available</p>	<p>Improving the current skills offer to ensure better alignment with employers' needs, by making better use of real time Labour Market Intelligence and skills forecasting</p> <p>Embed generic and resilience skills within programmes to manage the changing needs of the labour market – flexibility and work readiness</p>	<p>Limited funding available to support employers</p> <p>Difficulty in engaging employers to develop new types of course and curricula that meet their needs and the time taken to get these implemented</p> <p>Extent to which employers are willing to pay for training and support is unclear, but unlikely to engage if offer is incoherent, not timed well or unsustainable (stop/start)</p>	<p>The area has a strong foundation and examples of collaborative working with business to support growth and development through its hubs.</p> <p>Examples of work readiness development linked to internships and work within CDIT sector in place, although long term funding not secure</p> <p>Use of Adult Skills Budget and flexibilities through ESIF and other funding pots to develop sector focused (customised training) programmes</p>	<p>6) Improving sector based skills provision</p> <p>Development of an all-age and sector-based response to support apprenticeship take up as well as support individuals at pre-employment stage particularly for entry level jobs to enable them to be work and sector ready. Focus on agreed priority sectors, CDIT, hospitality/retail, public sector, where the City can make the greatest impact.</p> <p>7) Using intelligence and access to support workforce development in small and micro businesses (<10 staff)</p> <p>Extend the work of these academies to improve insight around curricula development and provide broader business support directly to the employer through recommendation (1). With a focus on supporting these smaller businesses which need support to grow but which find navigating and accessing support too distracting/challenging.</p>



CESP – Recommended Actions

This short paper sets out the six key actions linked together under a City Employability Service we are recommending for the new City Employment and Skills Plan. Importantly these resonate and align with the recommendations from the Employers Skills Task Force and emerging findings from the Fairness Commission, particularly in view of the evidence presented at the Employment and Skills session held on the 20th January.

Actions

1. **Putting employers at the heart of the plan** – we are proposing the development of a City-wide employer brokerage model, which enables a strategic engagement with businesses; supporting the exchange of apprenticeships, work experience, pre and in work training and engagement with schools and providers. This is to support all ages - in recognition of the need to focus on older working population and access to both employment and in-work progression. In addition the brokerage will build a database of employers and their needs that will generate vital intelligence about current and emerging recruitment and skill needs.
2. **Developing the quality and capacity of employment and skills providers** – we are recommending the development of a City kite mark and development programme which provides; a badge of assurance to both individuals and employers that provision is of a decent quality and that providers are signed up to working through the employer brokerage meeting standards of quality around engagement, effective referral, case management of the individual, delivery and joint working; a support programme which enables providers to respond to changing funding arrangements such as apprenticeships, Work and Health Programme and new funding opportunities emerging.
3. **Developing a City-wide integrated case management process** - we are recommending the development of integrated case management to ensure that individuals do not fall through the gaps as they transition through services and that there is greater coherence of the support for an individual so that one service/activity does not conflict with the other. This will include a programme of development and support for front-line workers and a commitment to early intervention and prevention.

- 4. Supporting income and skills progression for those in employment** – we are recommending the establishment of a City-wide action plan building on the findings of the Fairness Commission to support workers on low-incomes or facing skills and progression challenges. We feel that it will be important to nest this with the recommendations of the commission so that it has greatest traction, however through improved employer engagement and the development of better strategic relationships with business, this should integrate with the wider workforce development support proposed.
- 5. Development of an all-age and sector-based response** – we recommend the development of an all-age and sector-based response to support key sectors; CDIT, Hospitality and Tourism, Retail and Public Sector in the City. This approach will deliver training programmes designed with employers to improve the quality of skills provision and of sector-related employability skills at pre-employment/pre-apprenticeship through to in-work skills progression for all ages. This will enable investment into skills to be far better targeted and related to sector needs AND pool resources and funding, particularly around the Apprenticeship Levy for public sector employers.
- 6. Development of a workforce development support programme for small and micro-businesses <49 employees** – we are recommending a targeted programme for smaller businesses which provides tailored brokerage and support and builds solutions around their specific needs to support their recruitment, develops their leadership and management skills and in turn helps them to grow.

Appendix 3

**Brighton & Hove
Data story to inform the
City Employment and Skills Plan
2016-2020
Prepared by Rocket Science**

January 2016



**Brighton & Hove
City Council**

Introduction

The following slides provide a high level assessment of Brighton and Hove's labour market as at December 2015. They are intended to provide

- insights on patterns of economic activity,
- evidence to inform the priorities of the plan and
- a baseline from which the impact of the plan can be measured

Some of the data has been sourced directly from nationally available data sources (NOMIS) as well as from recently published research such as the Coast to Capital Economic Assessment. Data has also been provided directly from Brighton and Hove City Council.

Data has been presented at different geographic levels to enable comparison with Brighton and Hove and demonstrate its distinctiveness, however this has depended on the availability of data at administrative levels.

The slides are broken down as follows

- Employment and unemployment in the City (Slides 3 – 21)
- Skills and growth (Slides 22 – 35)
- Young people and apprenticeships (36 – 45)
- List of data sources (47)



Employment and unemployment in the City



Brighton & Hove
City Council

1. Unemployment and furthest from the labour market - Summary

Trends

- Brighton and Hove's unemployment has been reducing and now those receiving Job Seekers Allowance (JSA) is less than 3,000 (2870) over 50% less than the number claiming JSA back in 2010 (6220). This is a consistent trend across the UK and is attributed to an improved economy as well as some of the impacts from welfare reform. JSA rates are slightly higher than the Coast to Capital region.
- However the rate of this reduction has been greater for younger people (16-24) and those aged 25-49, the rate of change for 50-64 age group has been much less suggesting that the older age group may be facing a greater challenge accessing work.
- There are 240 long term unemployed (2 year's plus) claiming JSA of which 71% are male compared to females and over 25% of that group (70) have been unemployed for longer than five years.
- The numbers of residents on Employment Support Allowance (ESA) are just over three times that of those on JSA. This is a consistent national trend and highlights why the Government will be focusing its investment on employment programmes post Work Programme that support this group.



1. Unemployment and furthest from the labour market - Summary

- Of those on ESA, a vast majority are ESA Support Group (7460) those that currently can volunteer to be part of a Government back to work programme rather than in the Work Related Activity Group (WRAG) (2530), those that are mandated to it.
- However when combining long term sick, temporary sick and ESA/incapacity benefit figures, 12.6% of the population of the City are presenting health issues. This has implications for health and adult social care services and how, in the longer term, the City may need to manage demands on services as older people move from ESA at 65 onto other services.

Implications for the CESP

There is a positive story overall around unemployment however it will be important to ensure that this is maintained and measures taken to make further reductions over the coming four years and targeting older age groups (50+) and the long term unemployed.

Data on the profile of current ESA claimants as a whole is not available at this time but will be needed to enable improved planning of services. According to JCP over 70% of ESA Claimants in the City are over 50. Focusing efforts and funding around the ESA WRAG/JSA 2 year plus cohort makes sense in the context of the new Work and Health Programme but needs to align with the level of involvement the City and its partners want to have in supporting this group.



Brighton & Hove
City Council

1.1 Profile of economic activity and out of work benefits (16-64) in the City

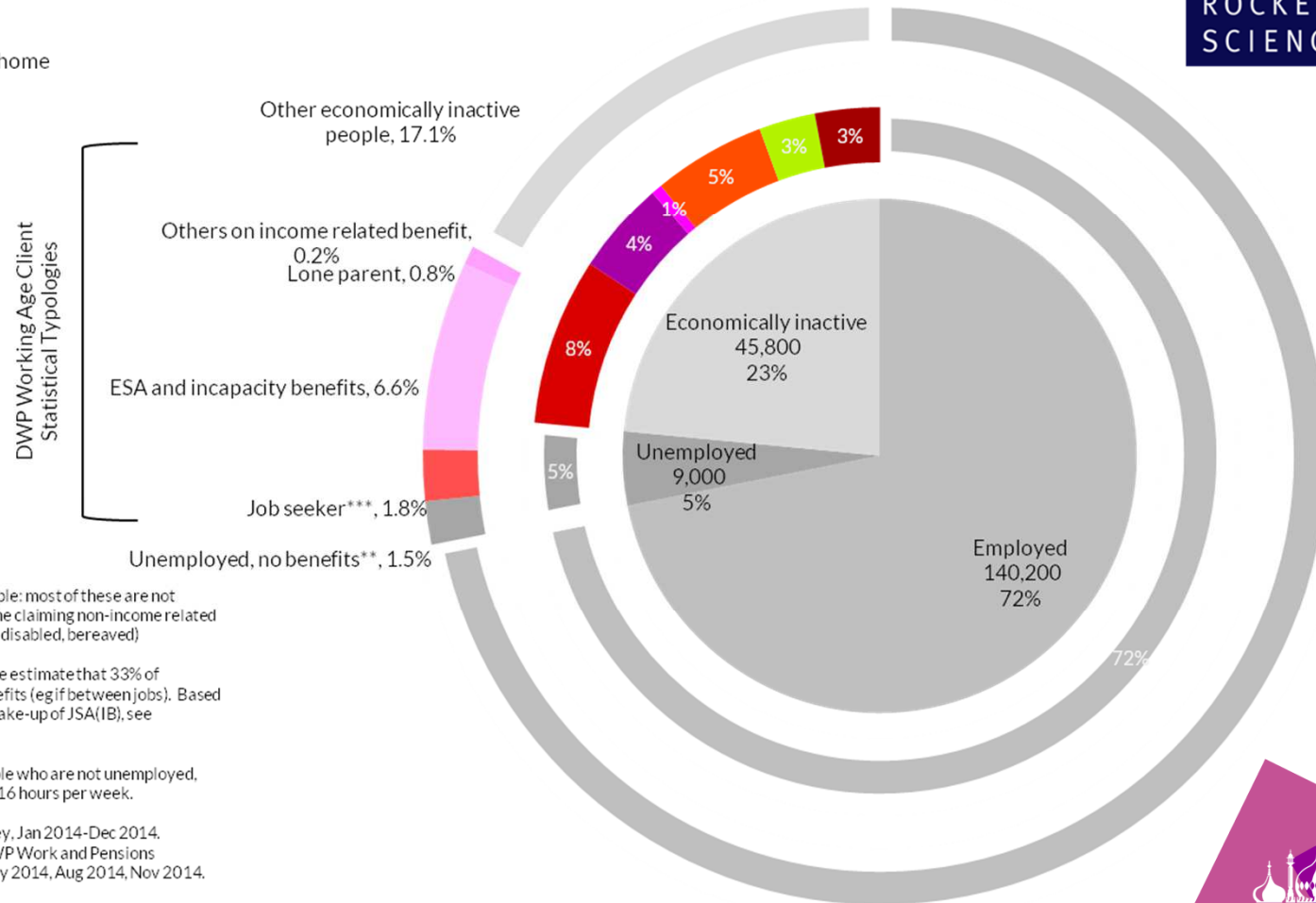
Brighton and Hove



Reasons for Economic Inactivity:

- Student
- Looking after family / home
- Temporary sick
- Long term sick
- Retired
- Other *

Economic activity and out of work benefits among working age (16 - 64) residents



*Other economically inactive people: most of these are not claiming benefits but includes some claiming non-income related benefits or other benefits (carers, disabled, bereaved)

** This figure is based on a UK wide estimate that 33% of unemployed are not claiming benefits (eg if between jobs). Based on 2009/10 national estimate of take-up of JSA(IB), see <https://goo.gl/e6dj2t>

*** This figure includes some people who are not unemployed, but working on average less than 16 hours per week.

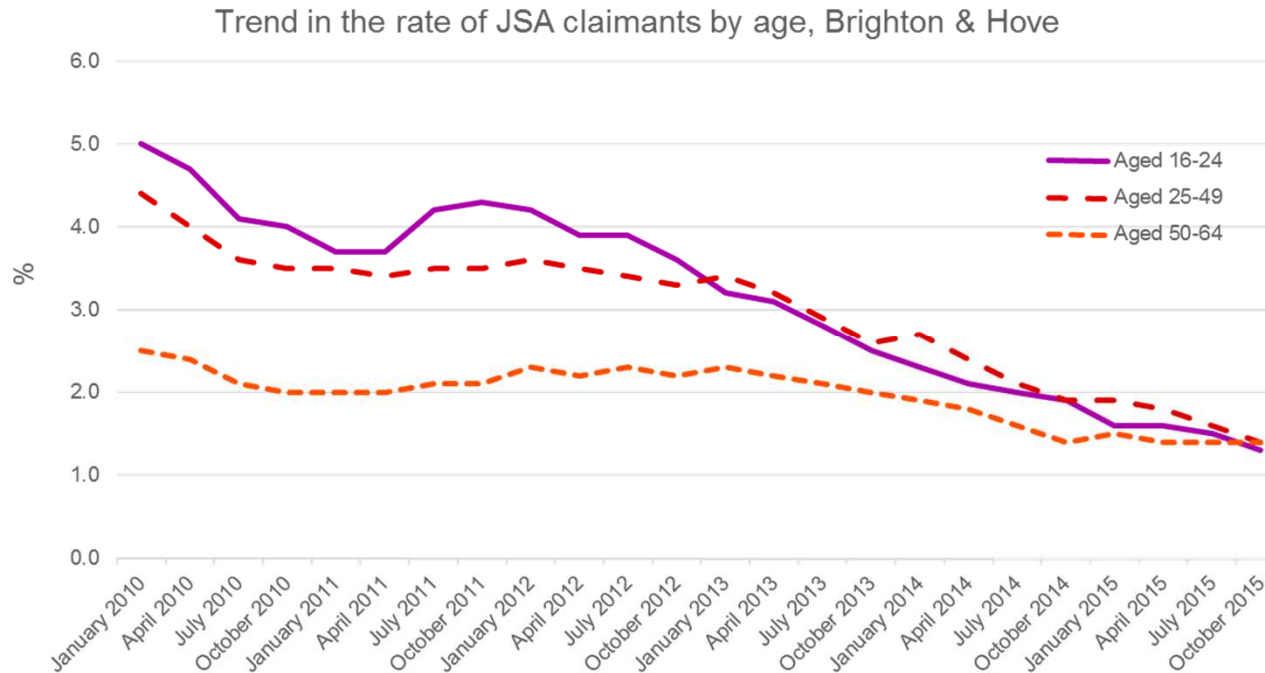
Sources: Annual Population Survey, Jan 2014-Dec 2014. Averaged quarterly data from DWP Work and Pensions Longitudinal Study, Feb 2014, May 2014, Aug 2014, Nov 2014.

More information about statistical groups is found here: <https://goo.gl/nqm8aC>

Source: NOMIS annual population survey – economic activity



1.2 The rate of Jobseeker's Allowance claimants has been falling in Brighton & Hove since 2010 but less of an impact on the older age group



The falling rate of JSA claimants has been less for the older age group (29%) compared with 61% for those aged 16 to 24 and 56% for those aged 25-49. Despite absolute numbers being lower than other age groups previously (although now aligned), this rate of change suggests that there are challenges in helping older claimants and efforts should be made to support this group.

JSA clients at May 2010	All	16-24	25-49	50-65
All	6,220	1,540	3,810	860
Males	4,320	1,020	2,690	600
Female	1,910	520	1,120	250
White	5270	1310	3200	750
Ethnic Minority	510	120	300	0

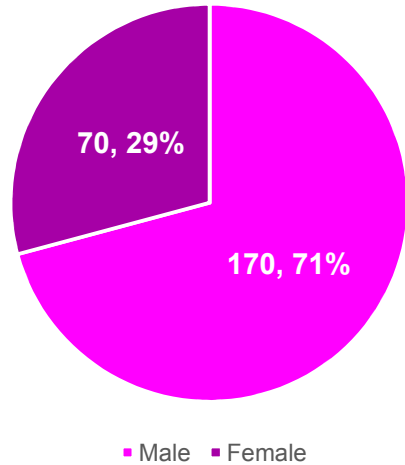
JSA clients at May 2015	All	16-24	25-49	50-65
All	2,870	600	1,660	610
Males	1,840	380	1,040	410
Female	1,030	220	620	200
White	2440	520	1400	520
Ethnic Minority	320	40	160	20

Source: NOMIS - Jobseeker's Allowance by age and duration with proportions



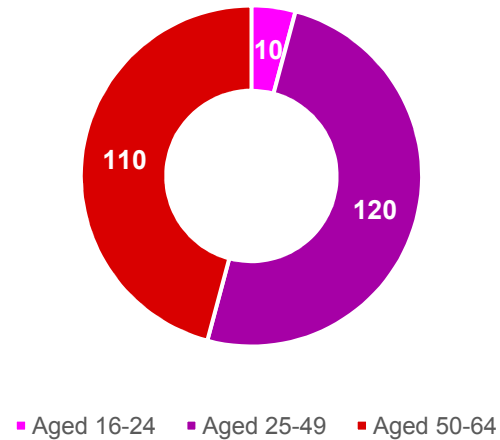
1.3 Over 70% of JSA claimants 2 years plus are male

Long term unemployed in Brighton - 2 years plus



36% of those on JSA for longer than five years as a proportion of the total are in the 50-64 age group. Although the number is relatively small (40) it will be important to target support to enable this group to move into work. Long term unemployment is predominantly a male issue (71% on JSA compared with 56% on ESA) which is consistent with national figures and suggests a need to make efforts to target support relevant to this client group.

Age profile of JSA Claimants 2 years plus



Source: NOMIS - Jobseeker's Allowance by age and duration with proportions

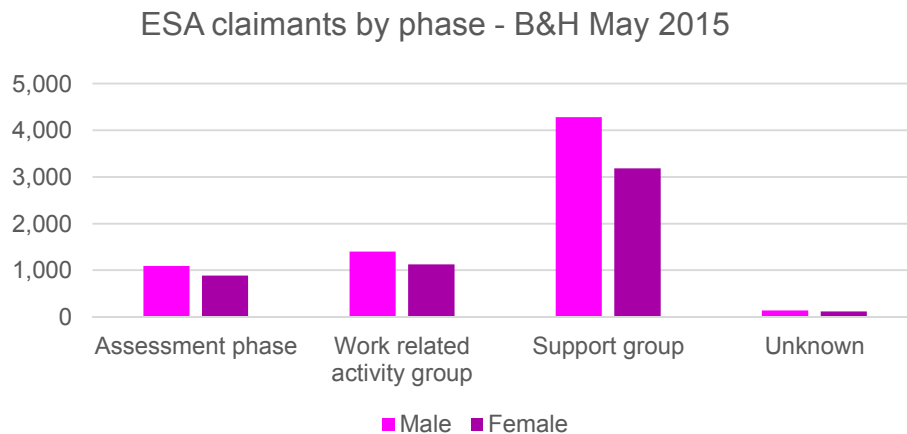


1.4 Employment Support Allowance claimant rates in Brighton and Hove are slightly higher than England but WRAG numbers are low.

	Contributions based	Both income and contributions based	Income based	No payments - credits only	Total
Assessment phase	360	40	1,550	50	1,990
Work related activity group	70	20	2,290	150	2,530
Support group	1,450	1,740	4,260	10	7,470
Unknown				270	270
Total	1,880	1,800	8,100	480	12,260

	Contributions based	Both income and contributions based	Income based	No payments - credits only	Total
Assessment phase	0.82	0.81	0.90	0.72	0.87
Work related activity group	1.12	1.01	1.25	0.65	1.18
Support group	0.81	1.29	1.37	0.45	1.19
Unknown				0.75	0.75
Total	0.82	1.27	1.21	0.70	1.11

Source: NOMIS (benefit claimants - employment and support allowance; 2014 mid-year population estimates)

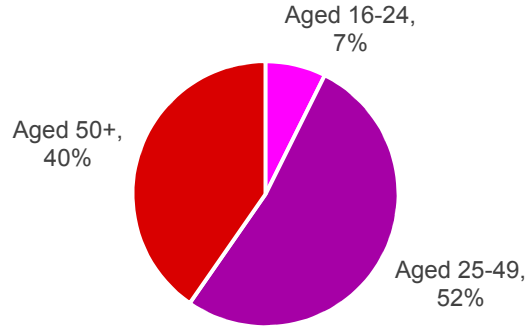


Although numbers on WRAG are low, JCP will want to work with the support group to help them move towards work related activity and it is likely that the new Work and Health programme will incentivise providers to work with the group.

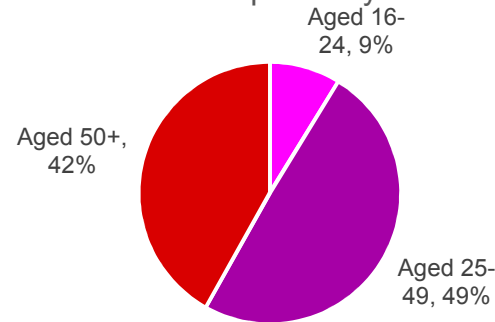


1.5 Some slight differences around age and gender for those on ESA in Brighton and Hove compared to other areas

ESA claimants broken down by age - Brighton and Hove May 2015

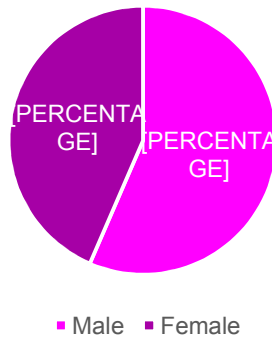


Coast to Capital May 2015

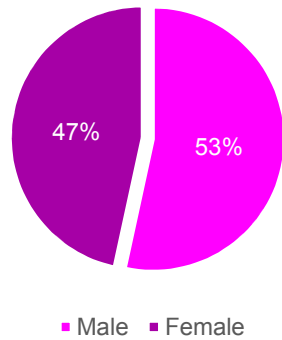


These figures show that whilst there are some differences in age and gender Brighton is not unique in terms of its ESA profile. However there are slightly more males than females on ESA in Brighton and more aged 25-49 than the Coast to Capital area.

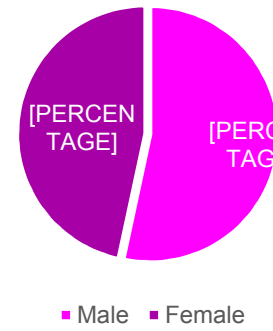
ESA claimants broken down by sex – Brighton and Hove May 2015



Coast to Capital May 2015



England May 2015



Source: NOMIS benefit claimants – employment and support allowance

2. Employment and pay – Summary

Trends

- The employment rate for Brighton and Hove is less than that seen in Greater Brighton and Coast to Capital, with a recent decline in the past year.
- The ethnic minority employment rate is lowest in Brighton and Hove compared to other areas and has been consistently lower over the past four years. It currently stands at over 5% less than the England average.
- The employment rate for Young People (16-24) is lower compared to other areas, with the greatest gap affecting young females (16-24) when comparing Brighton and Hove to the Greater Brighton and Coast to Capital areas.
- Self employment has been rising since 2009 although there is some volatility - there was a peak for women and drop for men in 2013. Male self-employment is at its highest since 2005, suggesting that the past ten years (which would have included the recession) have been challenging for those in self-employment.



2. Employment and pay – Summary

- Brighton and Hove has strong travel to work relationships with Greater London, its Greater Brighton partners and with Gatwick Diamond and East Sussex economic partnerships. It suffers a ‘drain’ of workers aged 25-49.
- Current vacancy data suggests vacancies are low and consistent with Coast to Capital however there are highest reported vacancies for elementary, sales, managers, and administrative staff

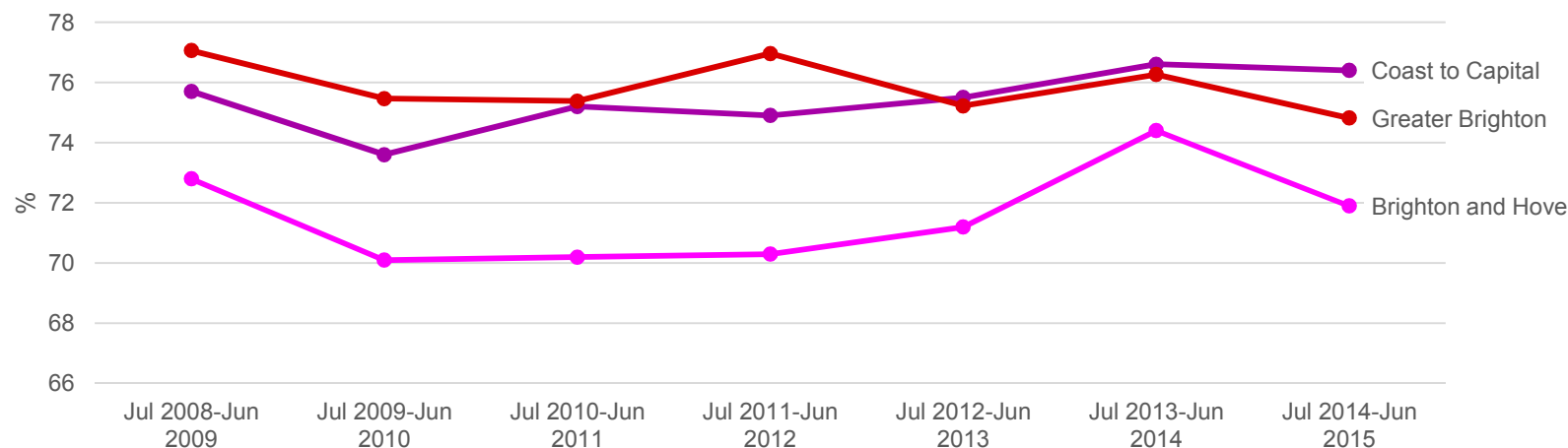
Implications for the CESP

Evidence suggests that there are issues specific to Brighton and Hove in relation to employment in terms of disadvantage around ethnic minorities, pay and gender differences. The plan will need to reflect an ambition where the City performs at least as well as its neighbours in the Greater Brighton area and reduces the impact of disadvantage for both residents and workers, particularly those on ESA and the long term unemployed and the low-waged.



2.1a A changing employment rate in the City?

Employment rate of population aged 16-64



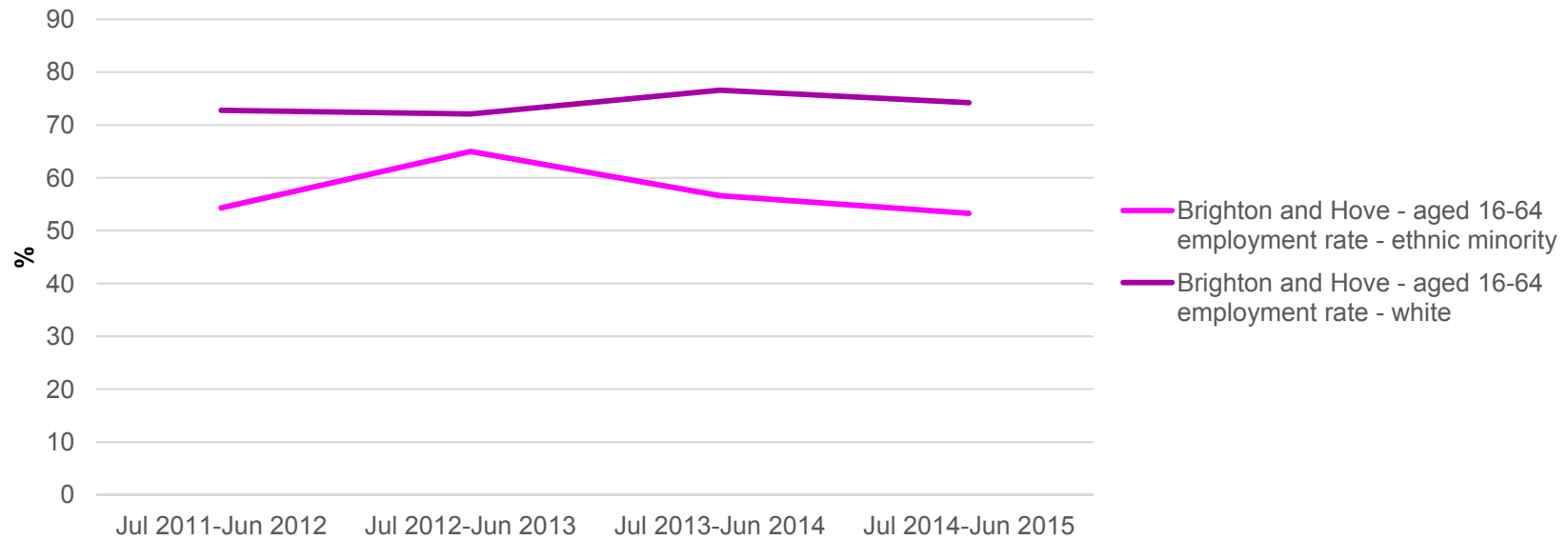
Source: NOMIS annual population survey

The Employment Rate for the City was below both Coast to Capital and Greater Brighton regions during the first three years of the previous CESP. It increased in 2013/14 (to a level near that in 2008/9), but reduced again in 2014/15. This suggests that there is some volatility in employment in the City and that the rate is consistently worse compared to Greater Brighton (greatest divergence in 2011/12).



2.1b Ethnic minority employment trends

Employment rate in Brighton & Hove by ethnicity



Source: NOMIS annual population survey

The Employment Rate for ethnic minorities compared to White is lower. Although this appeared to improve in 2012/13, the rate is lowering to the level seen in 2011/12 and below the current England average of 62.1%.



2.2 Areas differences in employment rates

Ratio of employment rate in Brighton and Hove compared to Greater Brighton and Coast to Capital

Employment rates – ratio of Brighton & Hove to **Greater Brighton**, June 2015

	All 16- 64	16- 24	25- 49	49- 65
All	0.96	0.78	0.96	1.04
Males	0.97	0.94	0.97	0.96
Females	0.95	0.67	0.93	1.13
White	0.98			
Ethnic minorities	0.82			

Employment rates – ratio of Brighton & Hove to **Coast to Capital**, June 2015

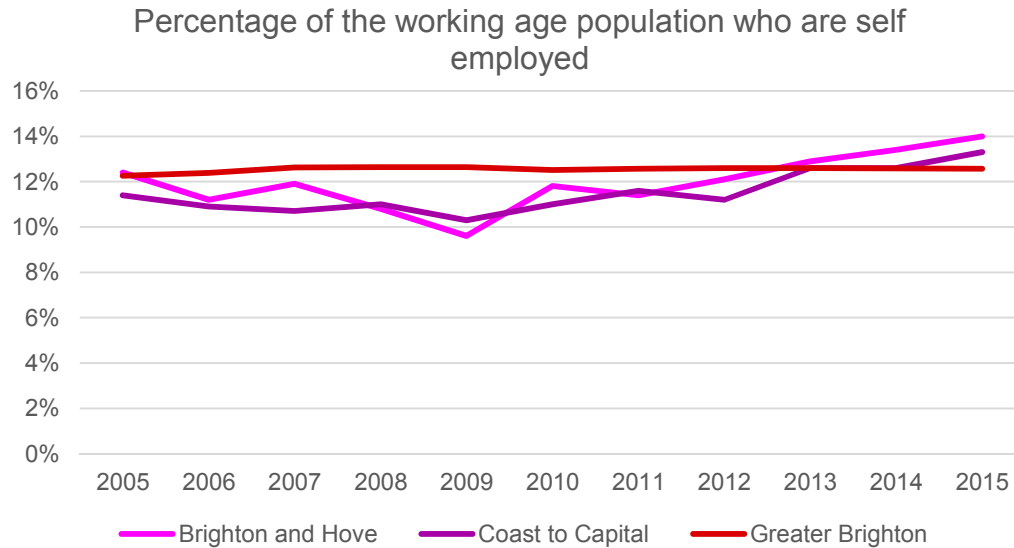
	All 16- 64	16- 24	25- 49	49- 65
All	0.94	0.77	0.97	0.97
Males	0.92	0.79	0.96	0.90
Females	0.96	0.75	0.97	1.06
White	0.95			
Ethnic Minorities	0.80			

Source: NOMIS annual population survey

These figures show that in most cases the employment rate for Brighton and Hove is lower across sex, age and ethnicity compared to Greater Brighton and Coast to Capital. The greatest gap in employment rates are for the 16-24 age group and probably explained by this group being more likely to study full time particularly for those within the Raising Participation Age; females show the greatest gap in this age range. However the ethnic minority rate is lower in both areas suggesting that there are specific issues around ethnic minority employment in Brighton and Hove.



2.3 Self employment has risen modestly since 2009



Self employment in Brighton is slightly higher than Greater Brighton and Coast to Capital and has risen by nearly 5% since 2009.

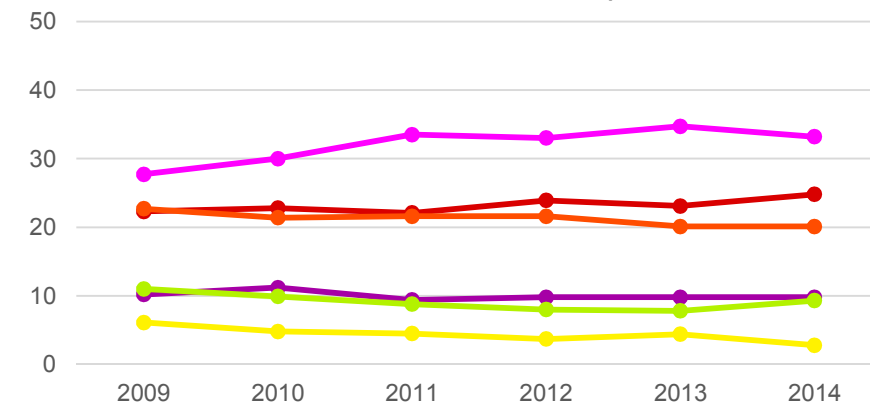
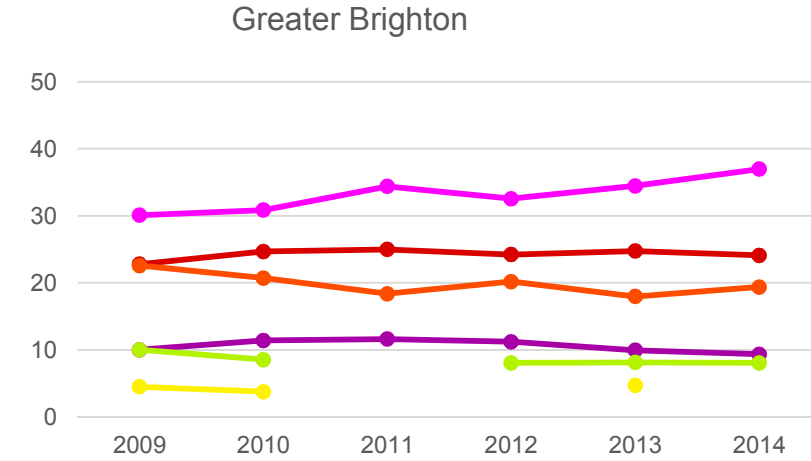
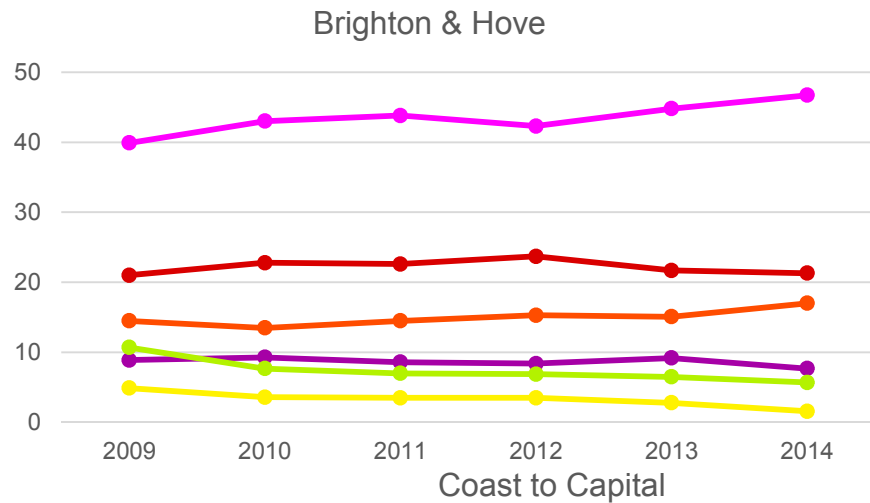
However there are gaps between male and female participation in Brighton, although both have recently increased.

Self employment is seen as a potential opportunity for individuals on JSA/ESA as an alternative to traditional employment particularly when individuals need flexibility around their hours or type of employment.



Source: NOMIS annual population survey

2.4 As a University city Brighton has higher rates of economic activity of the population with a degree level or above



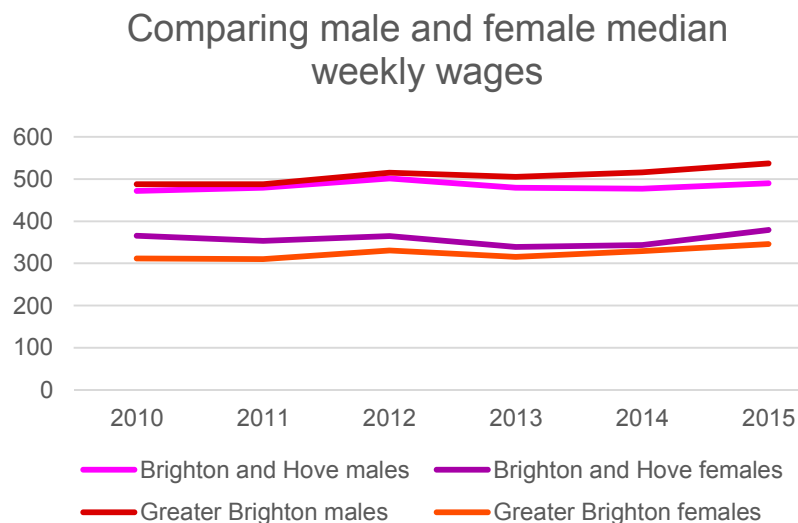
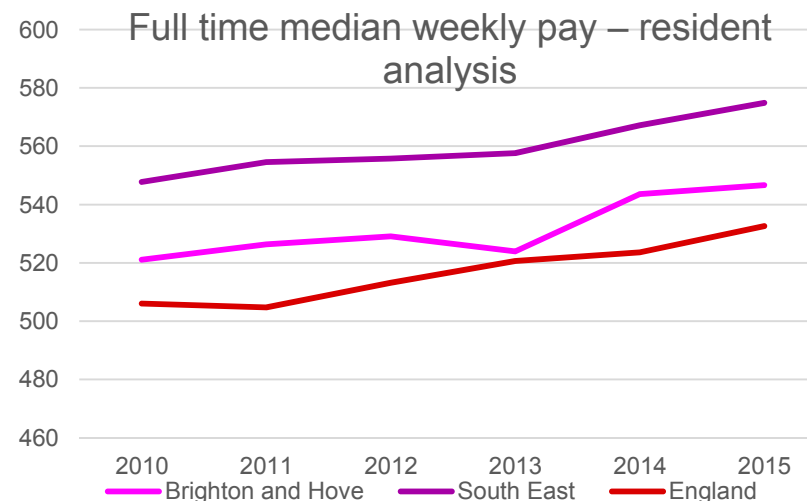
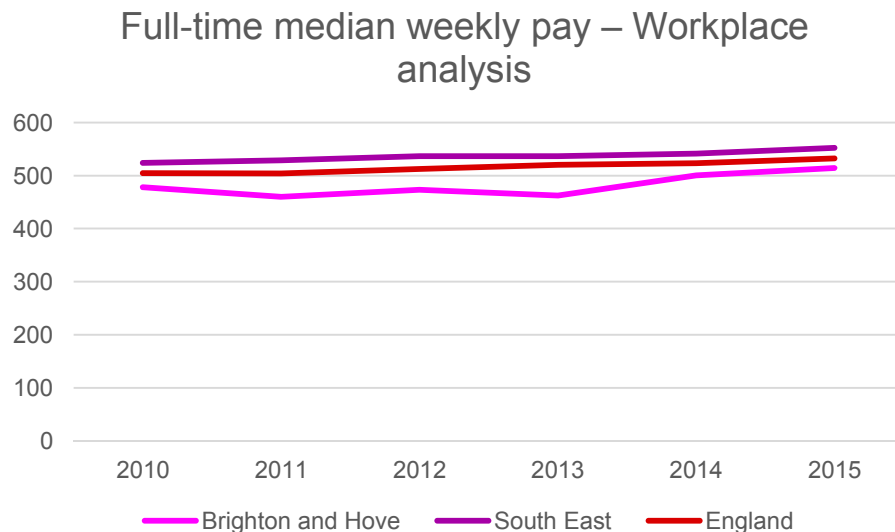
- % of economically active with degree or equivalent and above - aged 16-64
- % of economically active with higher education below degree level - aged 16-64
- % of economically active with GCE A level or equivalent - aged 16-64
- % of economically active with GCSE grades A-C or equivalent - aged 16-64
- % of economically active with other qualifications (GCSE) - aged 16-64
- % of economically active with no qualifications (GCSE) - aged 16-64

Source: NOMIS Annual Population Survey

However, comparing educational levels with Greater Brighton and Coast to Capital, Brighton has a lower economically active population with GCSE Grades A-C or equivalent. Graduate retention increased between 2014 and 15 in the Coast to Capital region with Brighton and Hove being the most common place to settle (16% of graduates) and has had an increase in graduate retention of 1.6%. Brighton and Hove has moved ahead of Greater London for attracting STEM graduates.



2.5 There are differences in weekly pay for workers and residents and also between genders

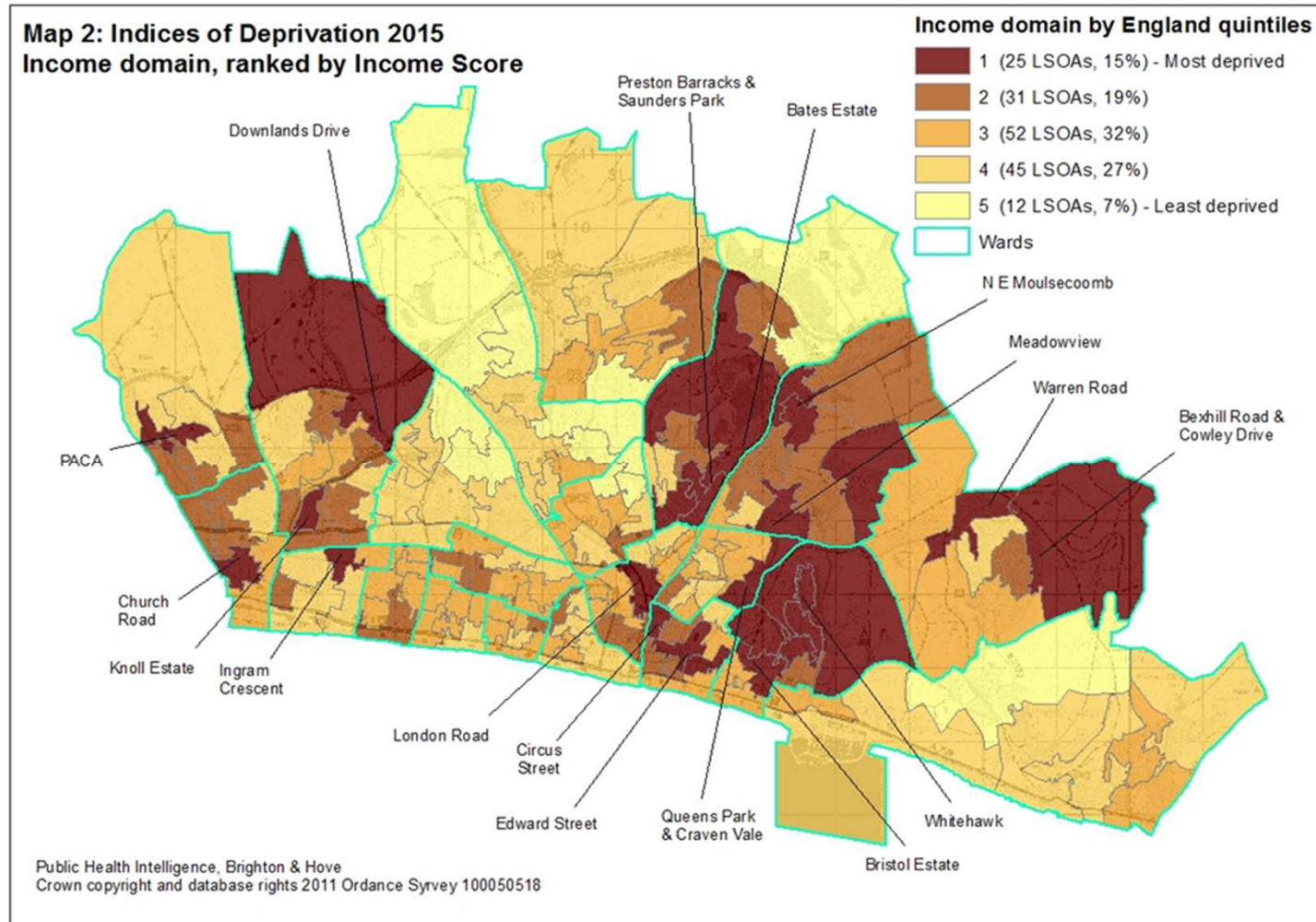


Some of the differences in pay reflect issues around part time and full time work – certainly between men and women and the types of jobs held by residents in the City versus those that commute into Brighton and Hove. Nevertheless there are likely to be issues around affordability “Rents for new lets have been increasing at between 5 and 10% a year over the last four years. Housing benefit rates are already significantly lower than the average cost of new rents in the city. Reduction of the benefit cap to £20k in Autumn 2016 which is currently forecast to affect 650 families” (John Francis – Welfare Reform team)

Source: NOMIS annual survey of hours and earnings



2.6 Geography of income deprivation



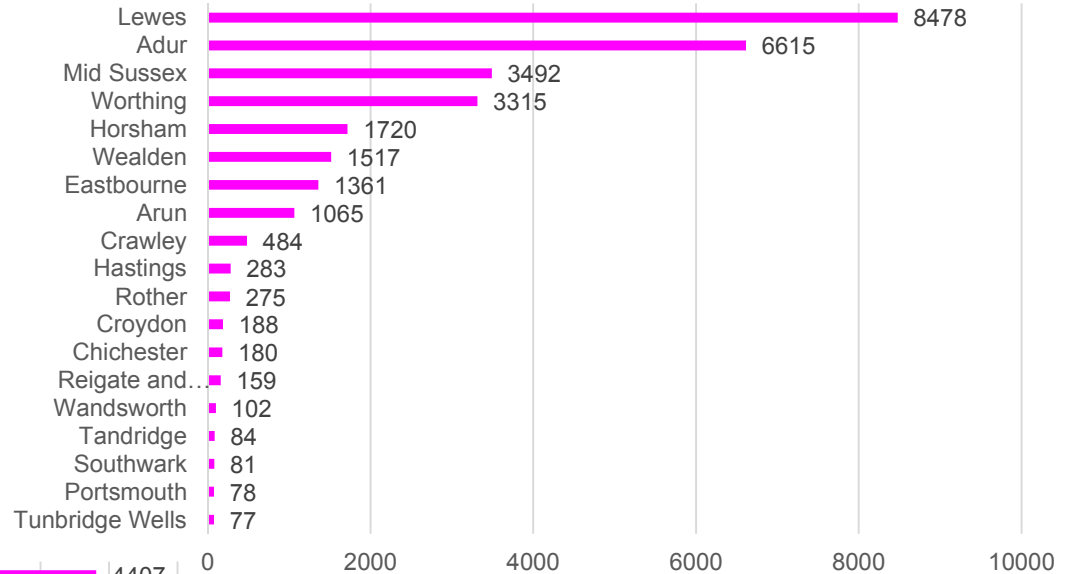
Despite higher rates of pay for residents as an average, this masks a pattern of income deprivation for particular wards across the city where there are 25 LSOAs in the 15 most deprived within the Income Domain. This will require targeted support for those households, that through employment and improved pay, can help to address income inequality in the City.



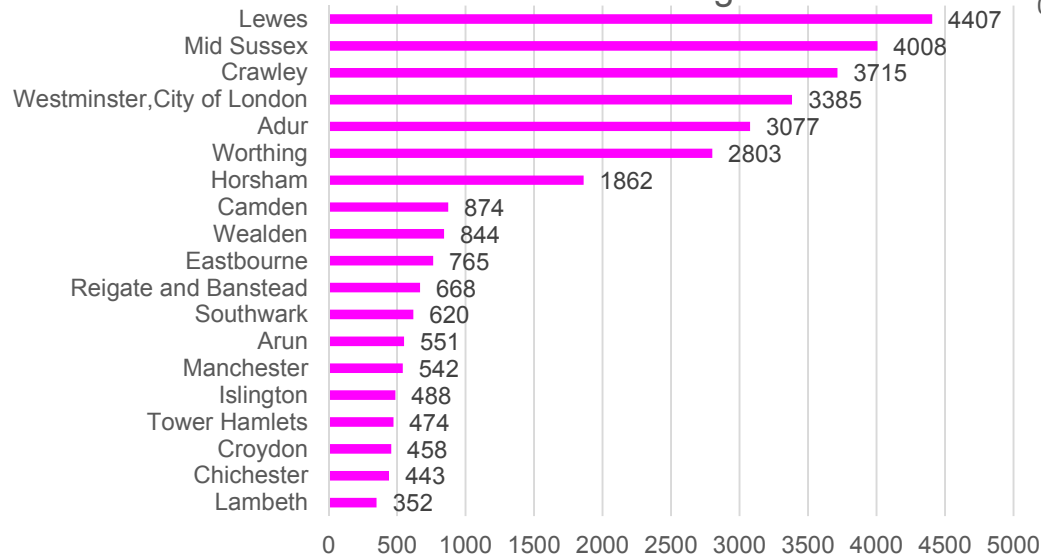
2.7 Travel to work

Over 6500 residents commute from Brighton into Greater London (inc Croydon). More 25-49 year olds commute outside the area from Brighton and Hove than travel into Brighton and Hove. There is more commuting into rather than from Brighton and Hove for all other age groups.

Commuting in



Commuting out



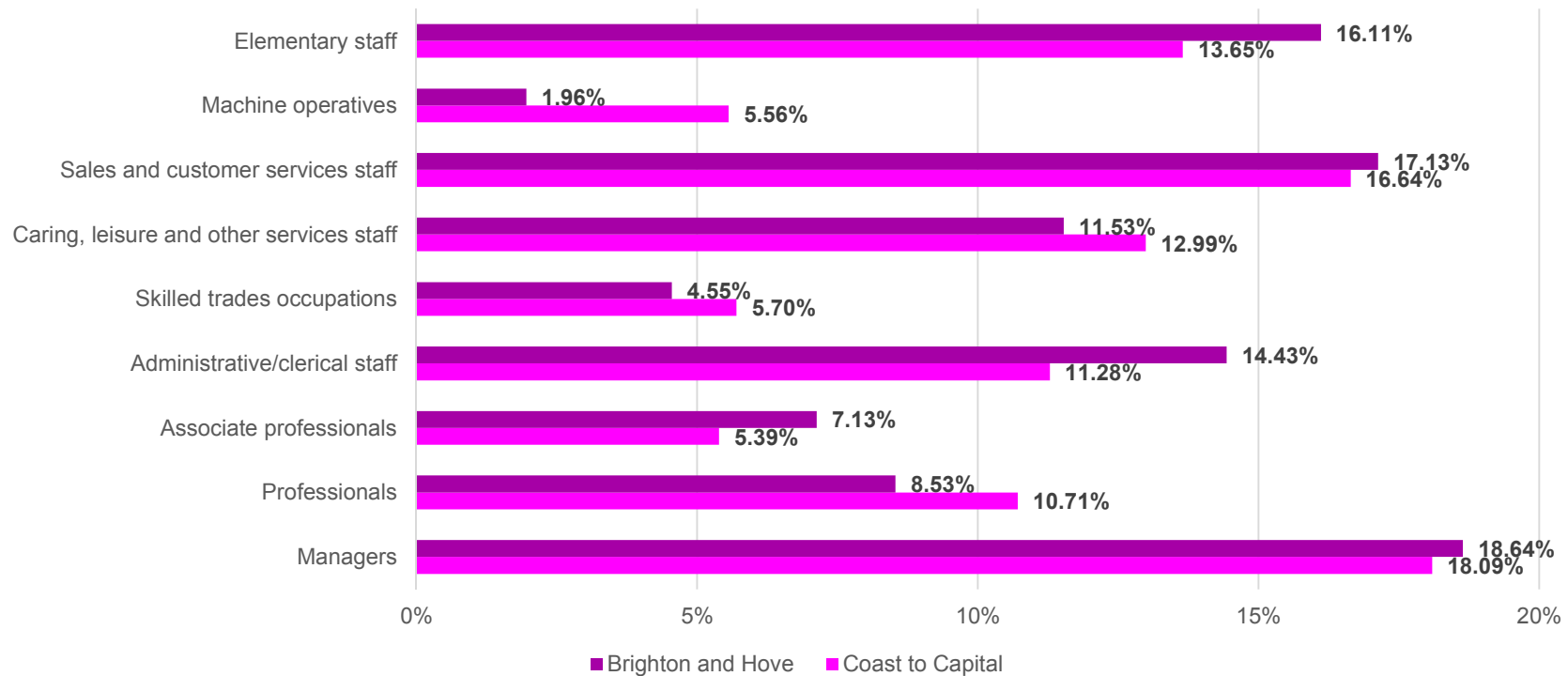
This shows strong connections understandably with Greater Brighton area as well as with the Gatwick Diamond and East Sussex areas.



Source: 2011 Census merged local authority district

2.8 Vacancy rates are low but there are vacancies in a range of areas from elementary to management levels (this data is likely to change)

Vacancy rate by occupation



Source: UKCES Employer Skills Survey 2013



Sector trends, growth and skills needs



Brighton & Hove
City Council

3. Sector trends, growth and skills needs - Summary

Trends

- Despite some changes between years, there has been little change in employment sectors since 2010, with some increases in employment by sector including transport, communication and other services (since 2013), making it distinctive from the Greater Brighton area and decreases in distribution, hotels and restaurants, manufacturing and construction.
- Trends in employment by occupation also show little change overall since 2010, although employment in caring, leisure and service and elementary occupations has increased in the past year.
- Public administration, education and health remains the highest employment sector representing over one third of employees. Even accounting for projected cuts in public sector employment this position is unlikely to change substantially.
- Financial services remains the second largest employment sector (one fifth of employees), yet is concentrated in a small number of employers. Requirements for higher level skills and qualifications(4 and 5) represents a key skills challenge as current skills gaps in retail services are reported at being between levels 1 and 3.
- Similarly employers are reporting skills gaps at lower levels (customer services) rather than higher levels predicted. Nearly half (47%) of local businesses employ at least one graduate, but more than half of these (56%) believe that none of the jobs that graduates in their organisation do require a degree.



Brighton & Hove
City Council

3. Sector trends, growth and skills needs - Summary

- The CDIT sector however is reporting skills gaps and these have worsened, rather than improved. This sector is a key contributor to the economic growth of the City.
- Although there will be jobs growth in the City and opportunities to take advantage of regeneration programmes and devolution, replacement demand for jobs outstrips net jobs growth by eight times.
- 24.9% of employers have reported that at least one member of their current staff is not considered fully proficient at their job (around 9% of all staff).

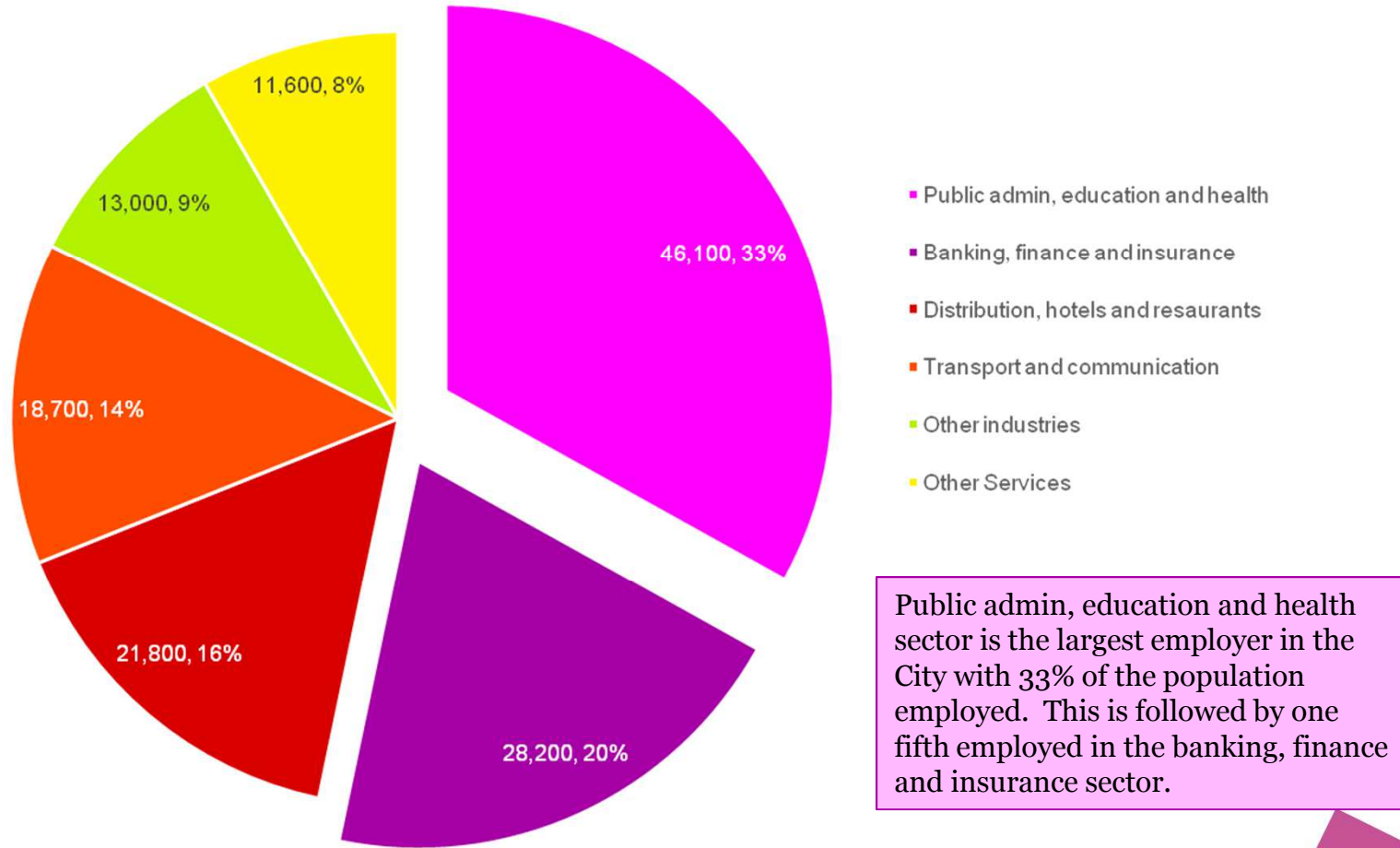
Implications for the CESP 2016-2020

It will be important to focus actions within the CESP that are within the control and influence of local partners. Keeping up to date local labour market intelligence will be key in ensuring skills and training provision is meeting the demands of employers.

Focusing interventions equally where the City can make the greatest impact or for sectors that are important for economic resilience and growth ie ensuring there is an offer of support for public sector, financial services, retail, tourism and CDIT businesses to meet replacement demand for jobs and changes in skills requirements.

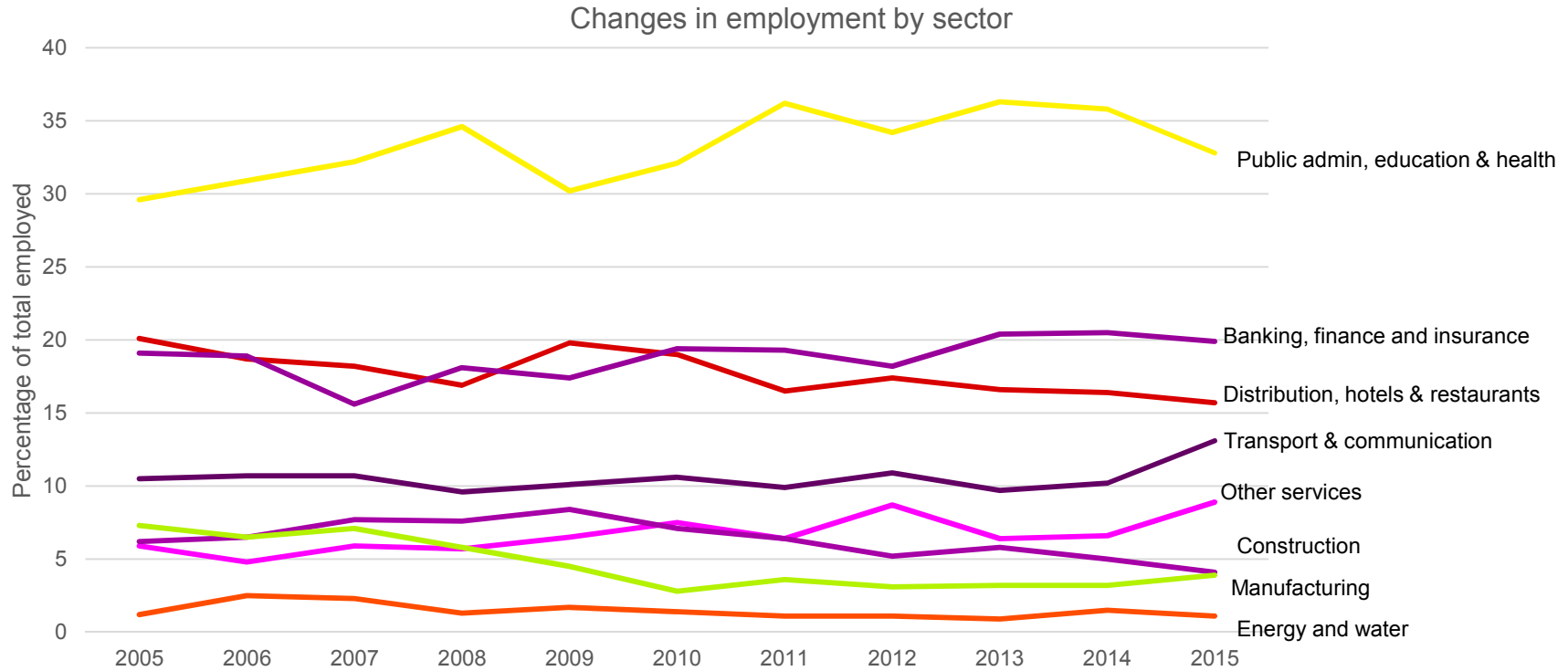


3.1 Public sector and Finance are the most significant employers in Brighton and Hove



Source: NOMIS annual population survey – workplace analysis July 2014 – June 2015

3.2 There has been relatively little change in the structure of employment by sector since 2005



Source: NOMIS annual population survey

Since 2005:

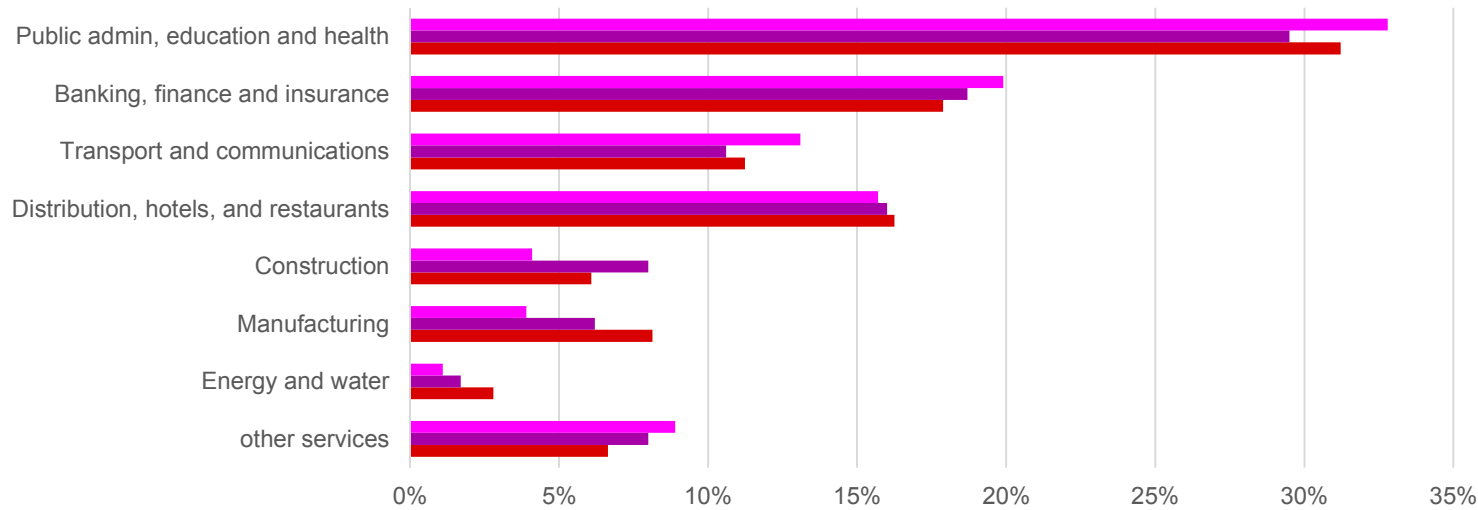
- Public sector employment has fluctuated around 30-35% but has stayed the largest employer throughout and is at the same level as 2010, despite cuts in some public sector spending
- Distribution, hotels and restaurants has decreased from above just 20% to just above 15%
- Transport, communication and other services have both seen an increase since 2013

Overall there has been little change in the structure of employment by sector and this is likely to be a similar case over the lifetime of the plan with some changes but replacement demand outstripping net job growth by eight times between 2012 and 2022 (UKCES Coast to Capital LMI 2015)



3.3 There are is little difference in employment sectors comparing Brighton and Hove with other areas

Percentage of employment by sector



	other services	Energy and water	Manufacturing	Construction	Distribution, hotels, and restaurants	Transport and communications	Banking, finance and insurance	Public admin, education and health
■ Brighton and Hove	9%	1%	4%	4%	16%	13%	20%	33%
■ Coast to Capital	8%	2%	6%	8%	16%	11%	19%	30%
■ Greater Brighton	7%	3%	8%	6%	16%	11%	18%	31%

■ Brighton and Hove ■ Coast to Capital ■ Greater Brighton

Compared to Coast to Capital and the Greater Brighton region, Brighton and Hove has:

- Less construction, manufacturing and energy and water employment
- More public, finance, transport and communications, and other services employment.



Source: NOMIS annual population survey

3.4 The CDIT sector in Brighton and Hove

- 23.4% of all businesses in Brighton and Hove are in the CDIT sector compared to 15.5% of the Coast to Capital region average and a CDIT cluster (second to Although Brighton and Hove has a larger share of businesses within the creative sector (55%).
- Brighton and Hove has 22% of all CDIT employees across the Coast to Capital region c8844. Applying the rate of increase suggested for the sector by the UKCES Working Future’s report across the C2C region this is likely to result in an extra 2,000 new jobs (the majority at the highest level) in the City between 2012 and 2022.
- However skills gaps in the sector are increasing or remaining static, attributed to lack of investment in training and that the majority of businesses in the sector employ less than 9 people:

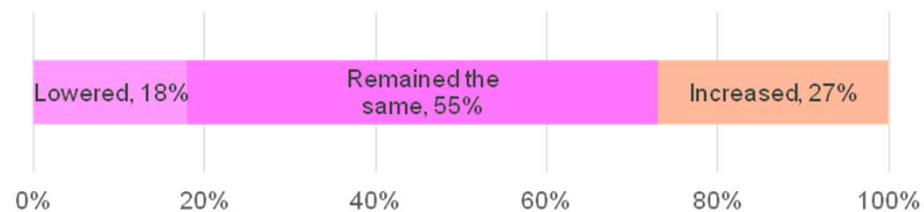
Short term gaps

- IT Security skills
- Cloud computing abilities
- IT convergence skills
- Multi-platform content management

Medium term gaps

- Green IT skills
- Information and analytics skills
- Modelling and simulation skills

Skill gaps have.....



...since the last Fuse survey

Sources: Coast to Capital Economic Assessment 2015
Brighton Fuse Second Wave Firms Survey



3.5 The Financial Services Sector in Brighton and Hove

- 17.7% of all businesses in Brighton and Hove are in financial and business services, compared to 18% average of the Coast to Capital region and accounts for nearly 29,000 jobs in the City. It has the highest concentration of jobs but the least number of businesses as it is home to a number of larger employers such as American Express.
- Employment growth within the sector is going to increase by 17,000 between 2012 and 2022 according to the UKCES Working Futures report. Applying this increase in relation to Brighton and Hove's employment share compared to Coast to Capital (14.2%) could result in an additional c2410 new jobs by 2022.
- These jobs are likely to become higher skilled and require higher levels of qualifications, demand at the top level of jobs is expected to increase by 20%.
- However 77% of employers in retail financial services report skills gaps in; basic numeracy, problem-solving skills, people skills, industry knowledge and product knowledge and pay within the retail sector tends to be much lower than that of the wholesale.
- These skills gaps could be considered to be associated with those employees who have level 1 to 3 qualifications, in the future demand for employees with this level of qualification will reduce by 21%, and those with no qualifications falling by 22%.
- This suggests a real skills mismatch in current needs versus future demand and the need to support workforce development to develop the skills of those already employed as well as create training and development opportunities to support individuals to move from level 3 to level 4.

Sources: Coast to Capital Economic Assessment 2015



3.6 Jobs demand and issues important for Brighton and Hove

- Greater Brighton devolution and the growth and regeneration plans for the Greater Brighton region and Brighton and Hove present opportunities around jobs and support for business over the lifetime of the plan:
 - Advanced Engineering – the new campus in Moulsecoomb will create 45 higher level jobs and produce 60 engineering graduates per annum
 - Central Research Laboratory Growth Centre, Preston Barracks will create a space for innovation and entrepreneurship
 - Shoreham Harbour Regeneration scheme creating a short term need for over 1500 construction jobs
 - Circus Street Innovation Hub creating over 200 predominantly local jobs
 - City College Brighton and Hove Construction Trades Centre opening in 2016 to scale and improve the quality of construction training
- The proportion of high skilled jobs is expected to increase and low to mid skilled jobs are expected to decrease. Between 2012 and 2022, across the Coast to Capital region there is expected to be:
 - a modest increase in the number of jobs available (45,000)
 - a large amount of replacement demand for new staff (369,000) – eight times more than the number of new jobs
 - A reduction in the number of low and mid-skilled jobs (from 18% to 12% of employment of employment)
 - An increase in the number of high skilled jobs (from 41% of to 51% of employment)

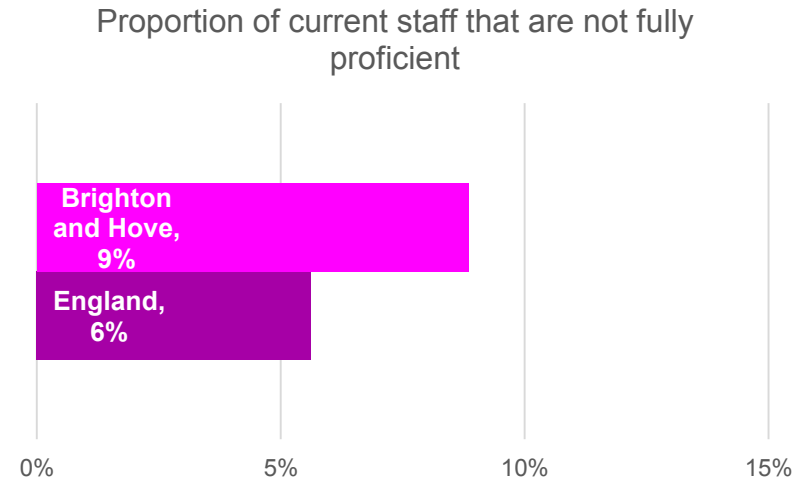
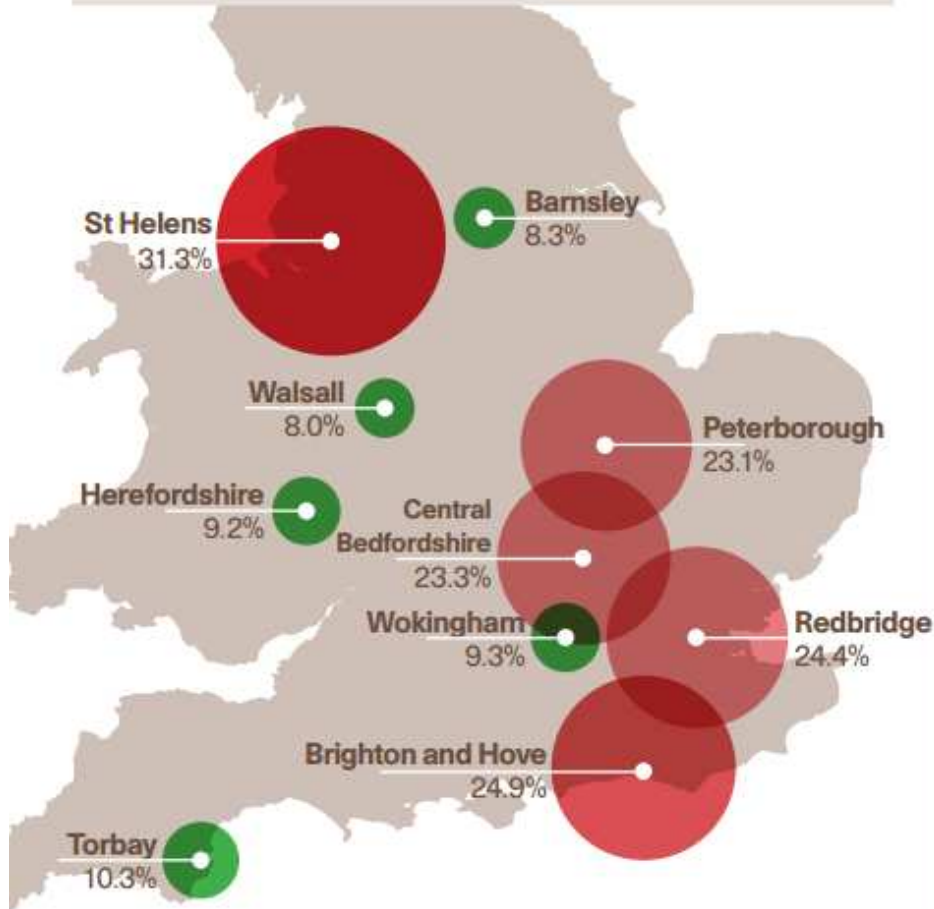
Sources: Coast to Capital Economic Assessment 2015
Greater Brighton Economic Board Report 2015



Brighton & Hove
City Council

3.7 Brighton and Hove is in the top 5 of areas reporting skills gaps in England

Skills gaps:
 % of employers reporting
 – top 5 and bottom 5 local areas



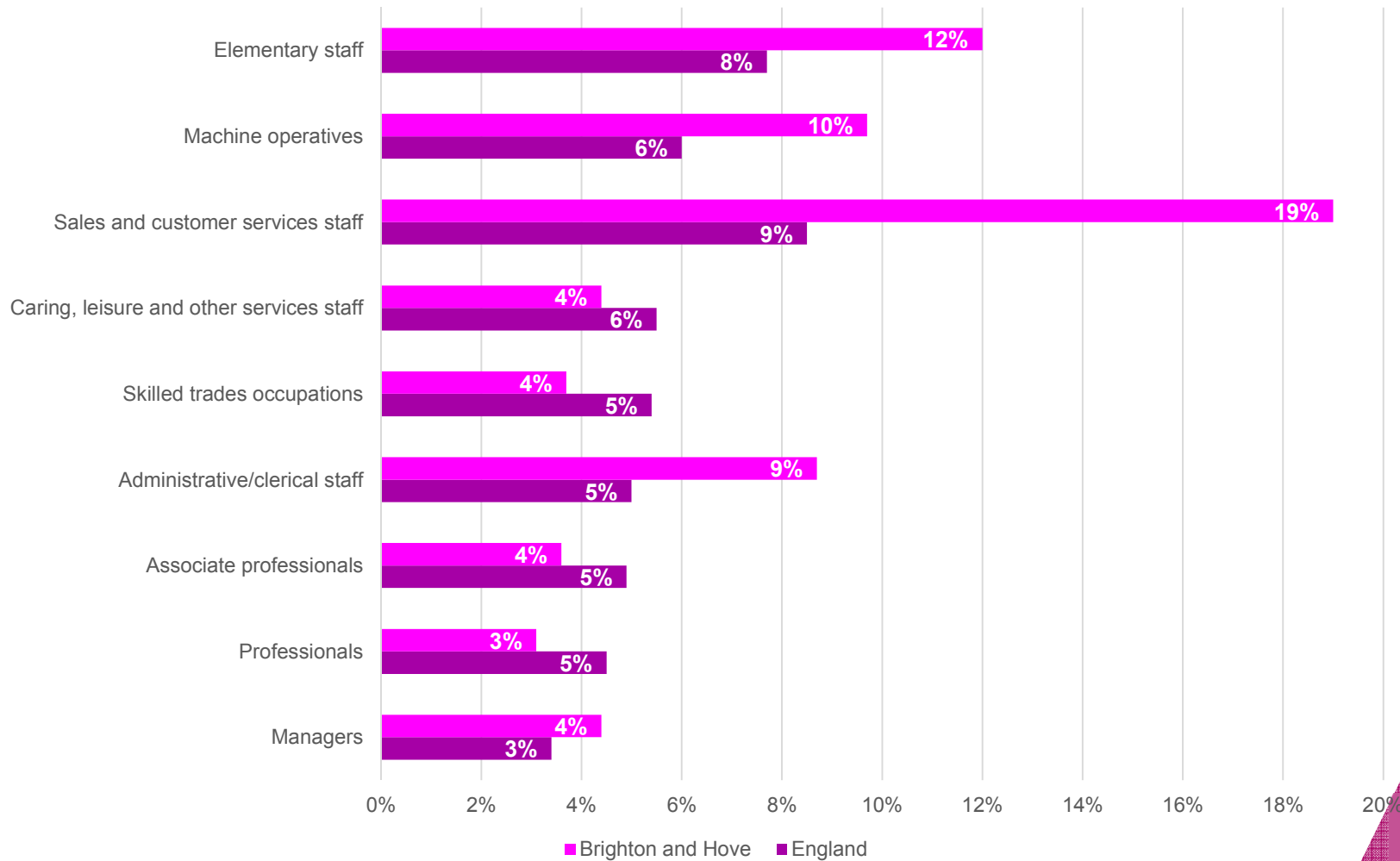
The UKCES Employer Skills Survey 2013, highlighted that 24.9% of employers reported that at least 1 member of their current staff is not considered fully proficient at their job. Applying this lack of proficiency (9%) across the current working population in the City this could apply to more than 10,000 employees.



Source: UKCES Employer Skills Survey 2013

3.8 Despite growth predictions for higher level roles, employer-reported skills gaps concentrated at the lower level

Density of skill gaps in Brighton and Hove by occupation

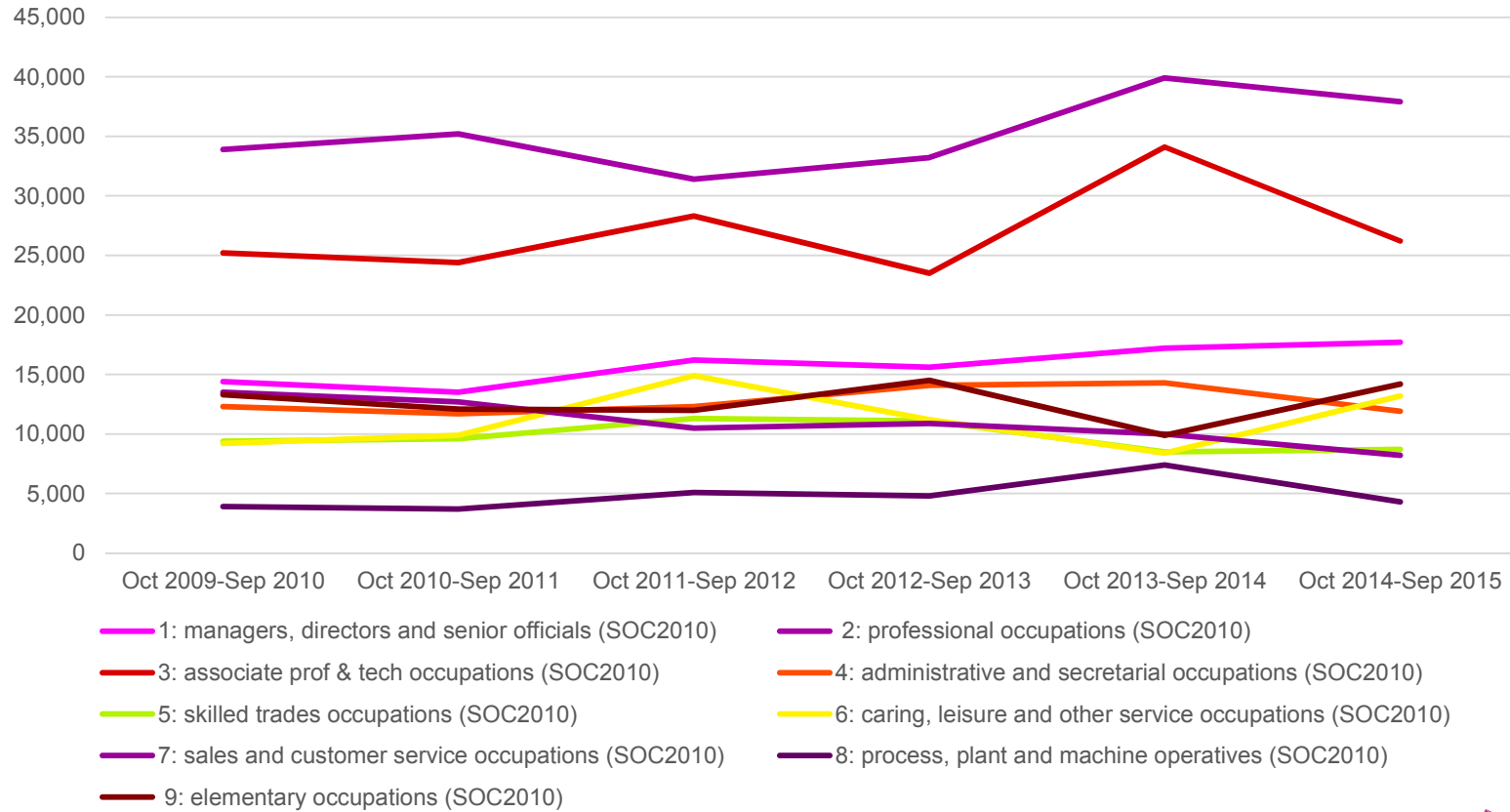


Source: UKCES Employer Skills Survey 2013



3.9 Changes in employment by occupation since 2010

Numbers employed by occupation from 2009/10 to 2014/15



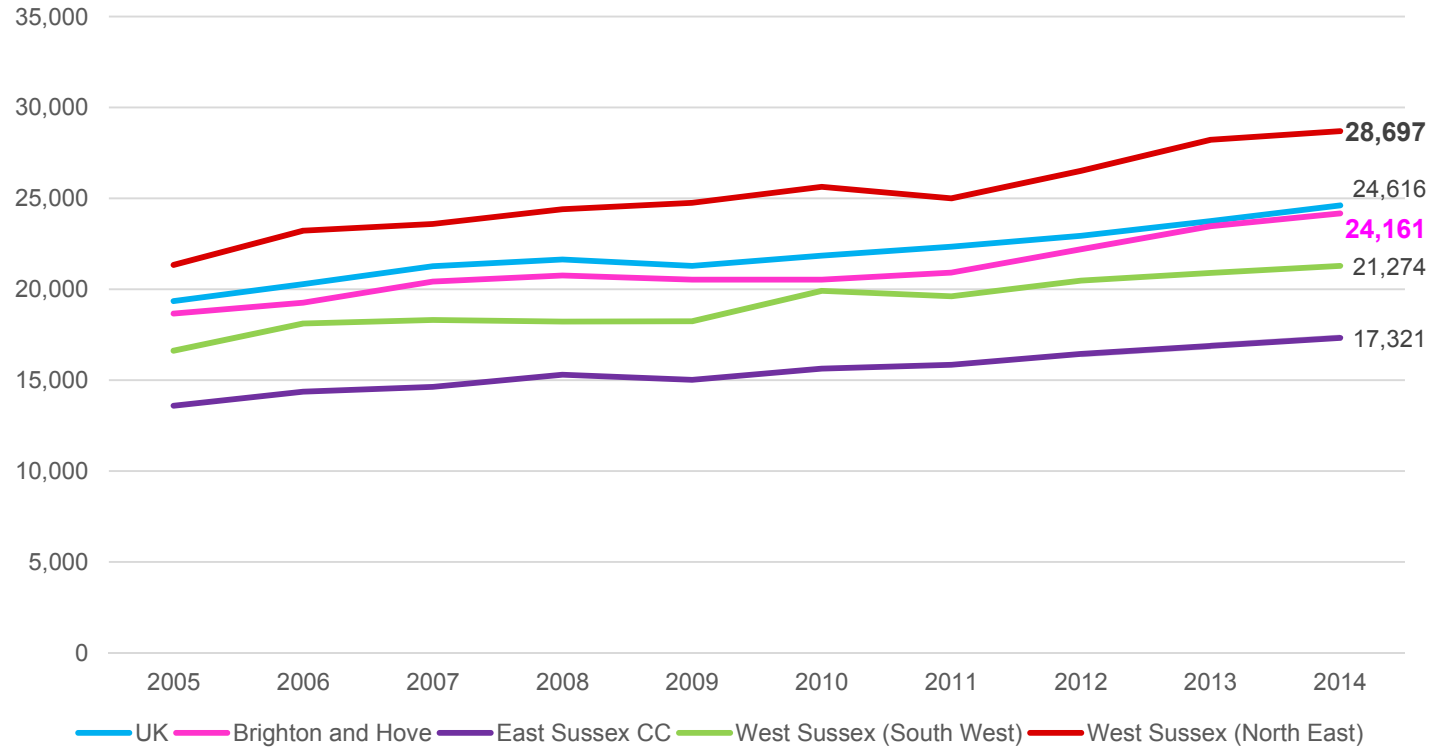
Trends in employment by occupation also show little change overall since 2010, although caring, leisure and service and elementary occupations are showing an increase in the past year. Higher level professions and associated professional and technical occupations show some shifts in year and have declined in the past year (back to around their original position in 2010).

Source: NOMIS Annual Population Survey



3.10 Productivity is improving but has some way to go to meet GVA per head in West Sussex (NE)

GVA per head trends comparison 2005-2014



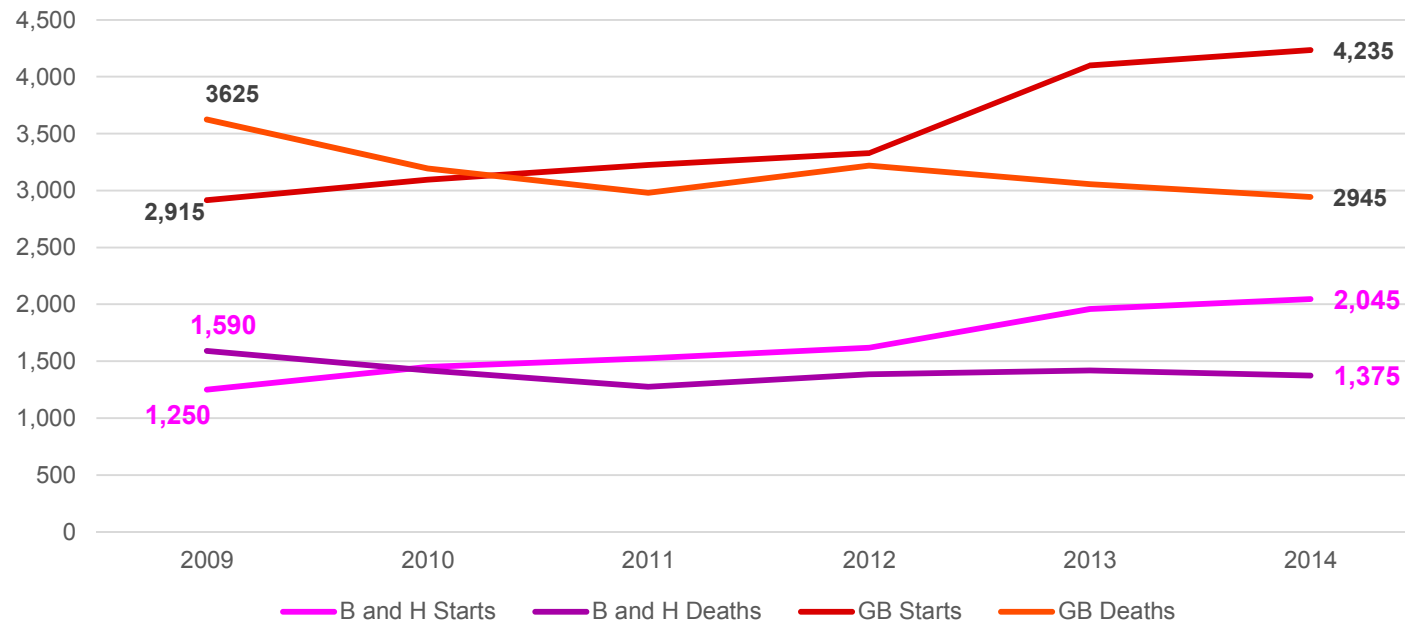
Brighton and Hove is ranked in the top ten for many indicators of the conditions conducive to business growth. It has recently been ranked second in a Vitality Index produced by Lambert Smith Hampton (property consultants) and performs well in the Centre for Cities, Cities Outlook - for example it is in the top ten for superfast broadband connectivity and for cities within the highest number of start-ups. However it ranks in the middle in terms of business churn rate (21/63) and ratio of private to public sector employment (31/62).

Source: ONS Regional GVA
Centre for Cities Outlook data tool 2016



3.11 An entrepreneurial city, increase in business start ups, but deaths remain consistent

Comparison of new enterprise starts and deaths between Brighton and Hove and Greater Brighton Areas



Despite scoring high in its business start ups, it is also ranked 5th highest in terms of business deaths. Although overall business deaths are reducing in the Greater Brighton area, they have remained at relatively consistent level in Brighton and Hove. This suggests that there are some systemic issues that are contributing to business deaths in the city.

Source: Centre for Cities Outlook data tool 2016



Young people and apprenticeships



Brighton & Hove
City Council

4. Trends on young people and apprenticeships - Summary

Trends

- Attainment rates for GCSEs are improving and in line with the trends in the region and with neighbouring areas.
- The numbers of NEETs are reducing and the intelligence around them improving as 'unknown' status of young people has reduced by more than half in the past three years.
- Employers are reporting gaps around soft skills, behaviours and general work readiness of young people in the City. Brighton and Hove is in the top five reported areas in England with greatest skills gaps.
- The numbers of young people claiming Job Seekers Allowance has reduced although there are 130 young people who have been claiming this for more than six months. Nearly two thirds of claimants are male.
- Apprenticeship starts have declined and although completions are improving, these are nearly three times behind the completion rates reported in Croydon.



4. Trends on young people and apprenticeships - Summary

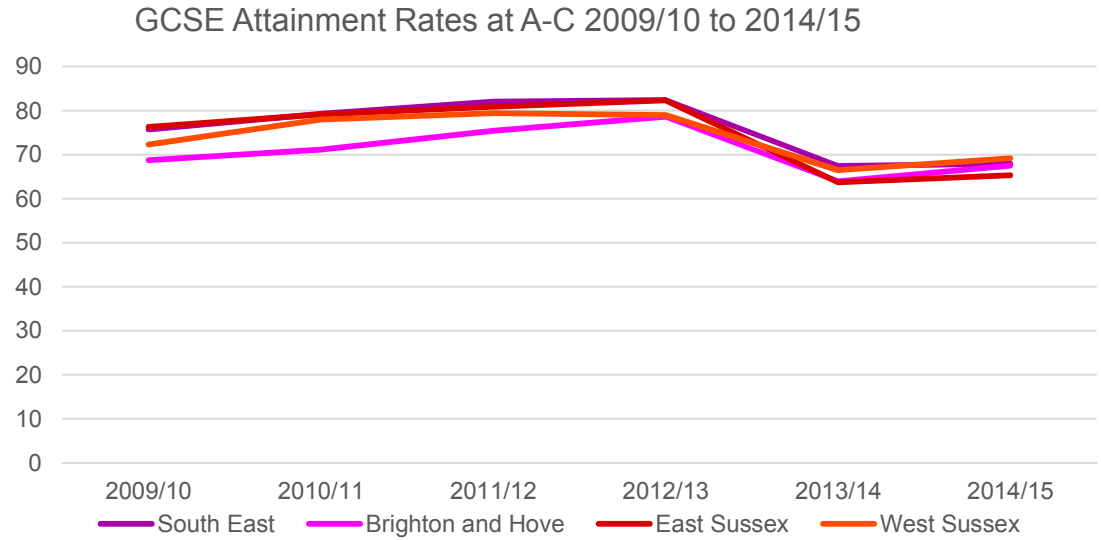
- There are more starts in apprenticeships for the over 25 age group compared with the under 19 and the 19-24 age groups.
- There is a predominance of business administration apprenticeships in the City compared with other sectors.

Implications for the CESP

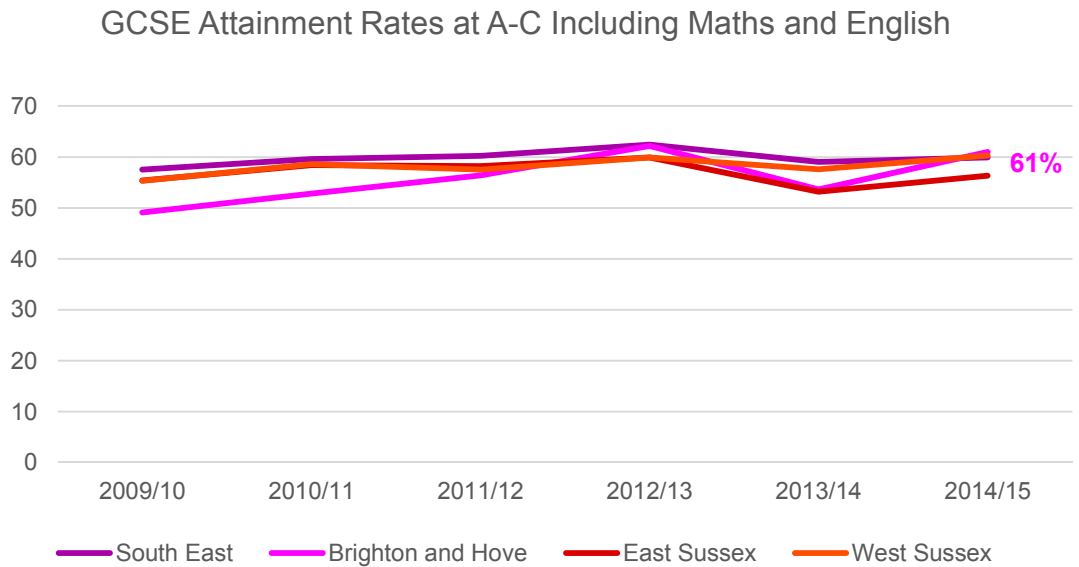
There is a commitment to achieve 1000 new apprenticeship starts in 1000 days, it will be important that this ambition also targets key sectors and specific age groups so that participation and frameworks are in balance. There are some key actions to work with specific cohorts of young people to address their employability needs so that unemployment does not affect most of their adult life. Improving the work-readiness and attitudes of school leavers will be an important step in helping them adapt and thrive in work. Supporting schools to provide this is an obvious priority.



4.1 GCSE Attainment rates A-C are improving in the City



GCSE attainment rates are improving in the City and are aligning with those of neighbouring areas and the South East. The sharp decline in rates in 2013/14 are attributed to changes in assessments and follow a national pattern. Although this was felt more in Brighton and Hove and East Sussex for attainment rates A-C including English and Maths. Latest data suggests that this has improved for Brighton and Hove students aligning with achievement rates in South East and West Sussex and increasing.

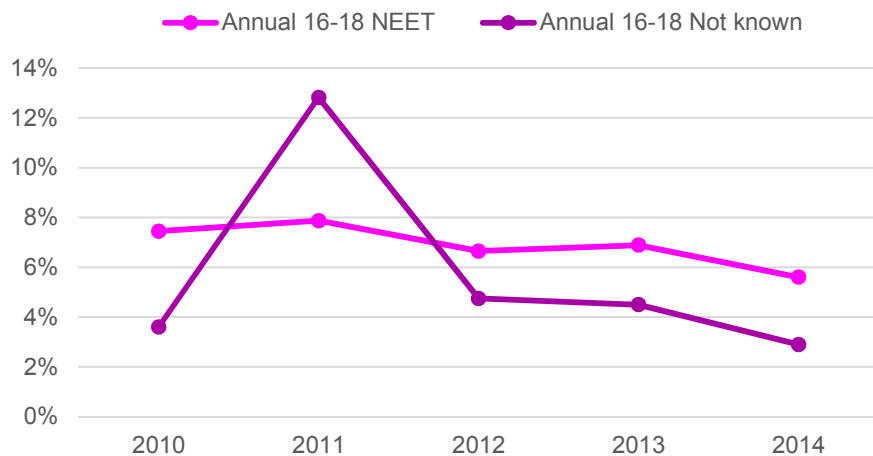


Source: National Statistics Revised GCSE and equivalent results in England: 2014 to 2015



4.2 Around 170 students went from school into apprenticeships in 2013/14 – NEETs are reducing but numbers still high

Annual percentage of 16-18 year olds who are NEET and whose current situation is not known

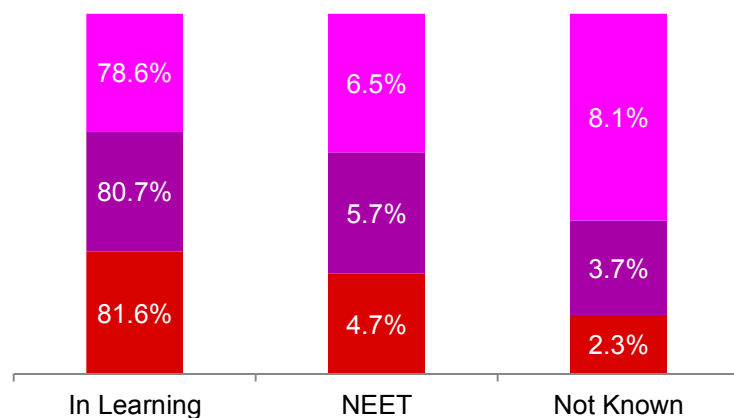


Brighton and Hove Post 16 team have made concerted efforts to reduce both the numbers of NEETs in the City as well as identifying those that were unknown. NEETs have reduced by nearly 2% since 2013 and unknown from 8.1% of young people to 2.3%. Numbers of young people leaving school at Key Stage 5 and 4 in 2013/14 had doubled from the previous year although numbers are relatively low compared to the number of apprenticeship starts.

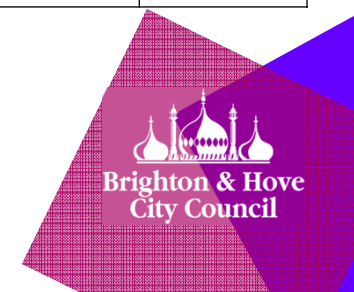
Numbers of students rounded to the nearest 10, leaving Key Stages 4 and 5 into apprenticeships

		2013/14	2012/13	2011/12
Key stage 5	%	5%	4%	2%
	#	~100	~30	~40
Key stage 4	%	3%	2%	3%
	#	~70	~50	~80

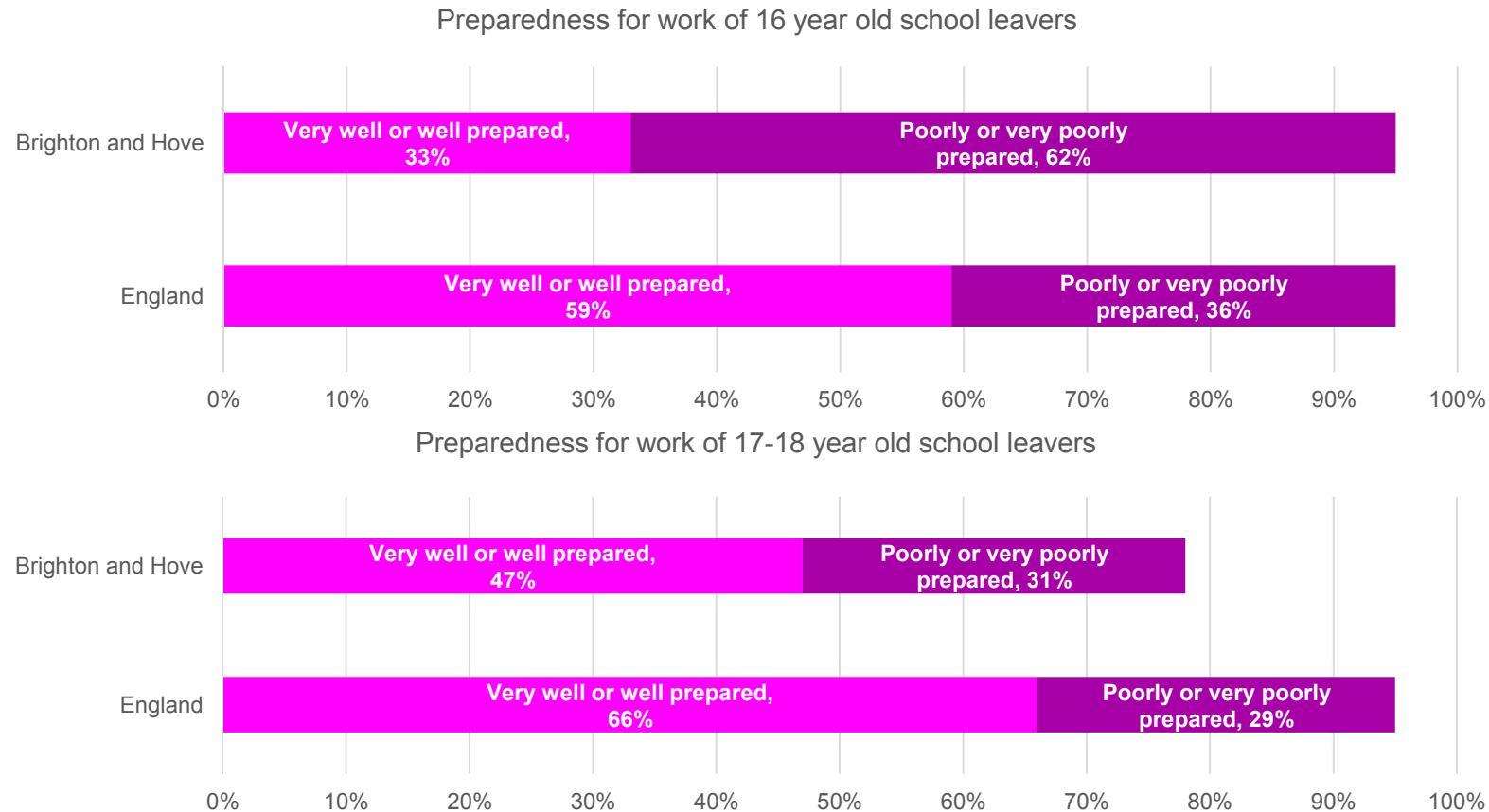
Nov-15 Nov-14 Nov-13



Source: Department of Education Destinations of key stage 4 and key stage 5 pupils
Brighton and Hove Post 16 team



4.3 Employers' perspective on the work readiness of young people in Brighton and Hove



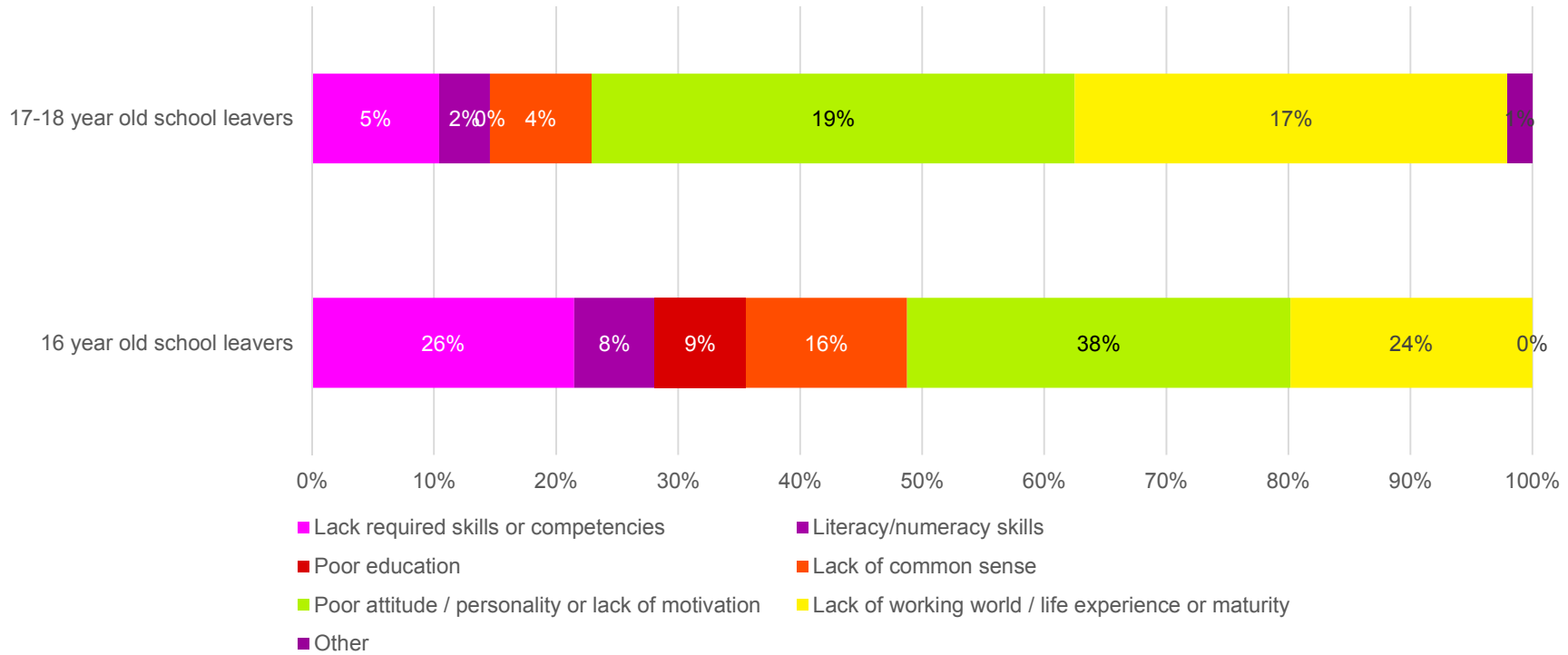
Employers report that many young people leaving school are not well prepared for work in the City and it compares much worse compared to the English average. This reduces however dependent on the age of the young person. At age 16, employers state that 62% of young people are poorly or very poorly prepared however this reduces to 31% for those that are between 17-18, suggesting that elements of post-16 support are helping to support work readiness. Although this is still less than 50% saying that young people are very well or well prepared -focusing efforts on improving work-readiness support in schools is important.

Source: UKCES Employer Skills Survey 2013



4.4 Employers report a range of gaps mostly soft skills and attitudinal/behavioural

What skill shortages are identified by employers



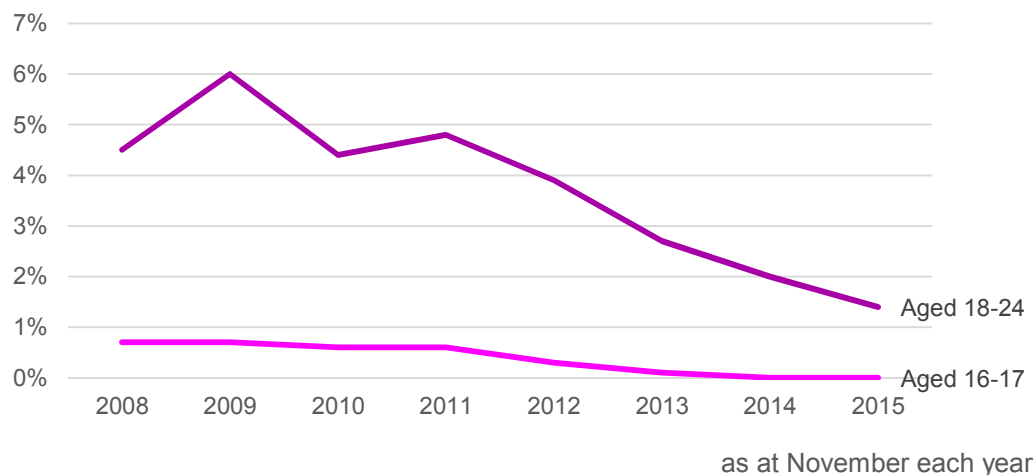
There are differences in the skills shortages identified by employers between 16 and 17-18 year olds. However there are common issues which are less related to technical and work related skills but are focused around softer skills and behavioural/attitudinal issues. Improving understanding of the working world, working attitudes and motivation appears equally important as providing the required skills and educational achievements. Work experience and appreciation of different employment environments could go some way to addressing these shortfalls.

Source: UKCES Employer Skills Survey 2013

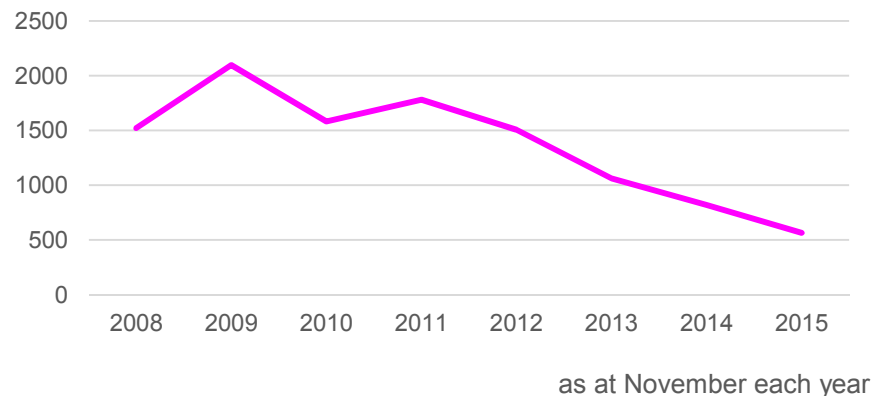


4.5 Unemployed young people – falling; but what about those not claiming benefits?

Percentage of 16-24 year olds on JSA



Number of 18-24 year olds on JSA



There are 130 young people aged 18-24 who have been claiming Job Seekers Allowance longer than six months. And of that figure 50 longer than one year. Out of a total count of 570, 38% are female, suggesting that there are issues around supporting young men.

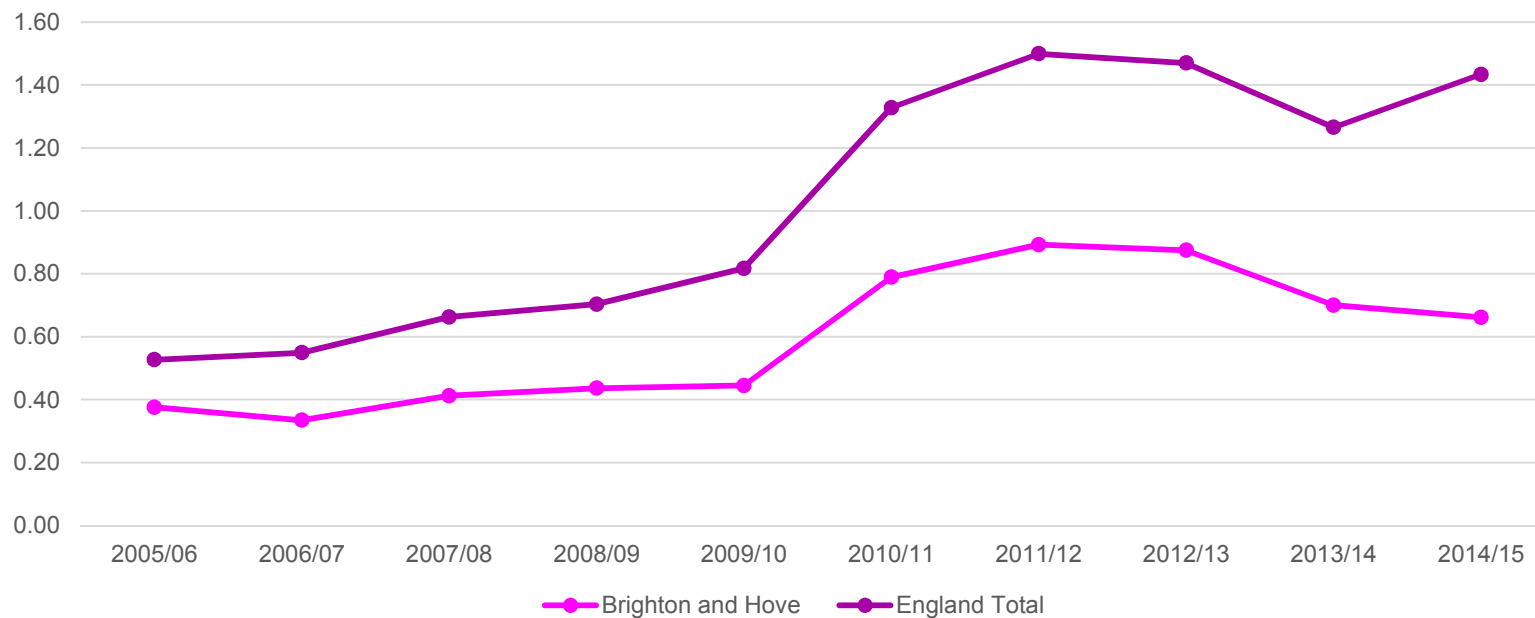
Comparing unemployment across age ranges, this is a similar profile to those that have been claiming JSA for more than two years, suggesting that efforts should be made in developing interventions that are appropriately targeted to both age and gender.

Although local figures are unknown there are 56.5% of young people who are unemployed and do not claim JSA (Learning and Work Institute Labour Market Briefing January 2016 – national figures)

Source: NOMIS Jobseeker's allowance by age and duration with proportions

4.6 There are fewer Apprenticeship starts and completions in Brighton and Hove

Percentage of working age population starting Apprenticeships every year

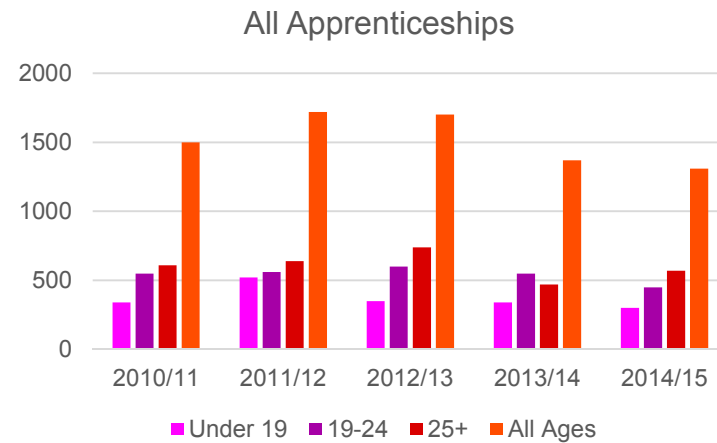
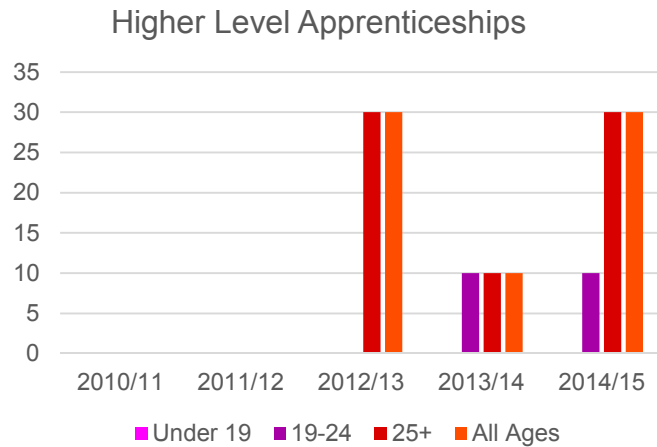
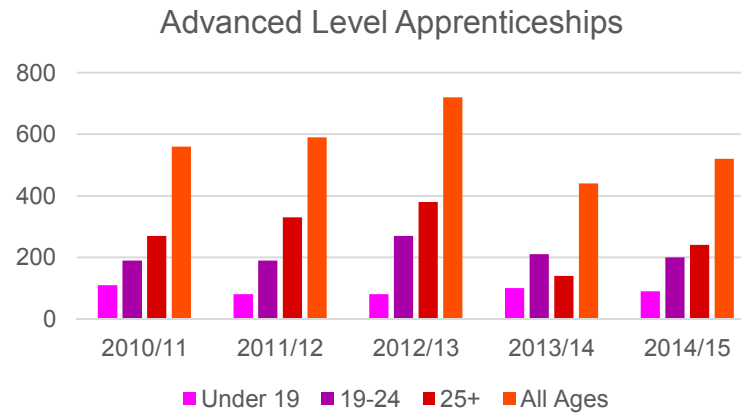
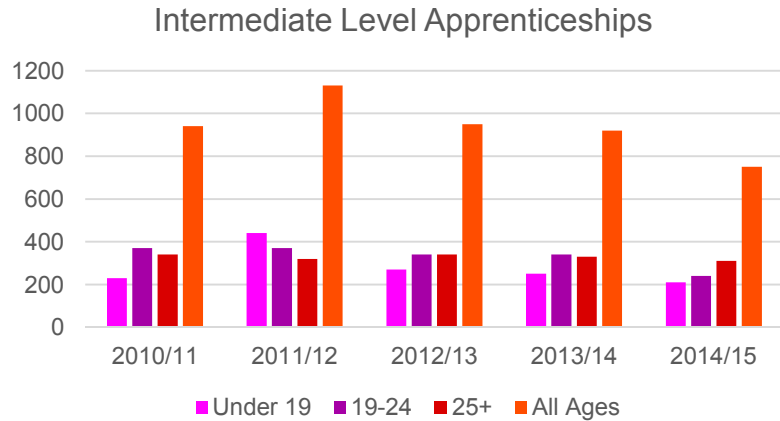


Evidence suggests that people completing apprenticeships at all levels is increasing. However, compared with other areas in the Coast to Capital region, Brighton and Hove completions are growing relatively slowly (42% between 2008 and 2014); compared with the best performing area, Croydon – improving by 122%. Brighton and Hove is the only area in Coast to Capital with no completions of advanced level apprenticeships.

Source: ONS mid-year population estimates
Coast to Capital Economic Assessment 2015



4.7 There has been a gradual decline in numbers of apprentices in Brighton and Hove over last five years



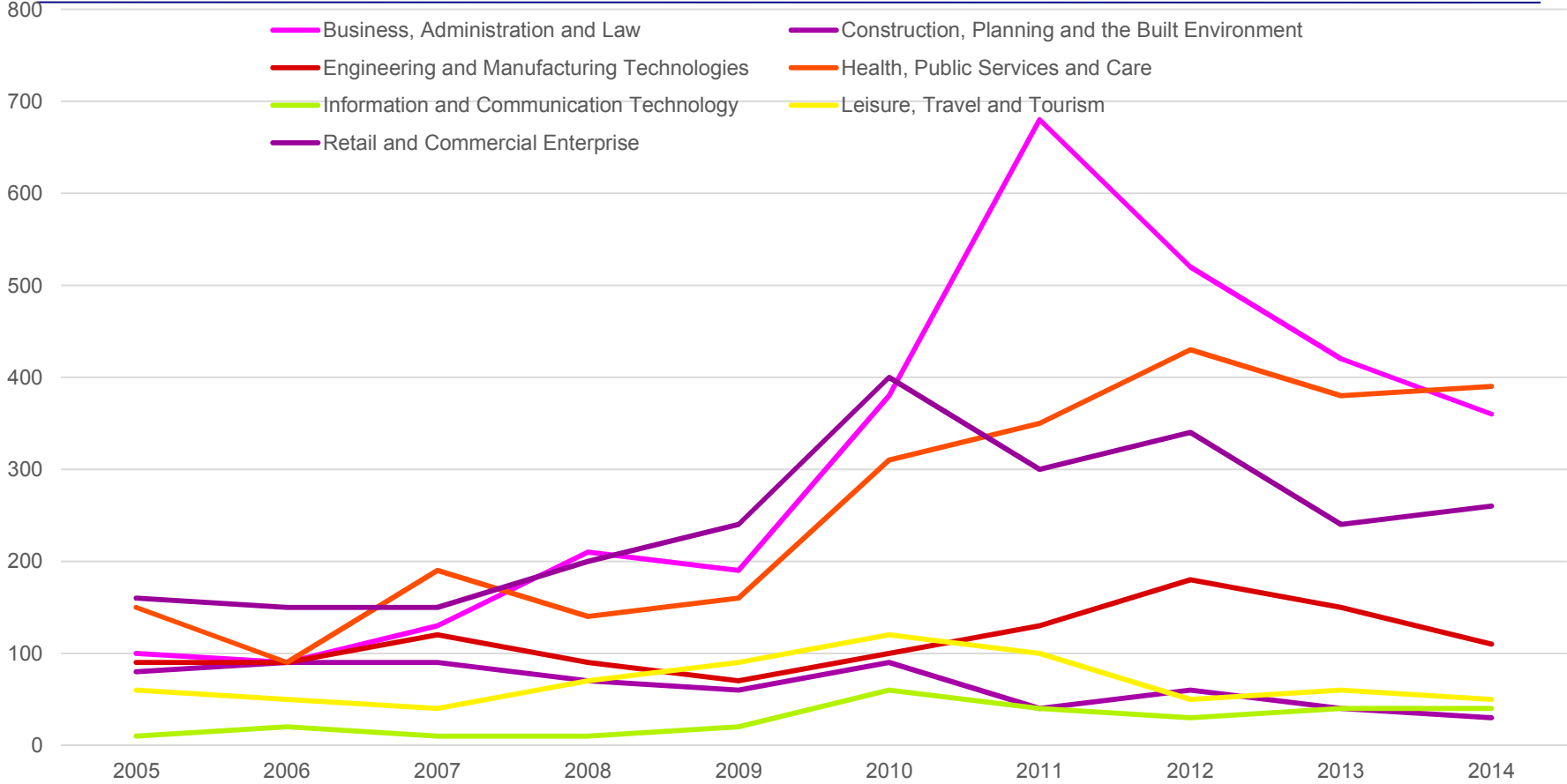
115

There has been an overall decline in the numbers of apprenticeships in the City since 2010. Breaking this down by level and age of apprentices there are patterns in participation levels between the under 19, 19-24 and 25+ age groups. The 25+ age group overall has a higher number of apprenticeships compared with the other two age groups, suggesting that employers are using apprenticeships to upskill existing staff.

Source: FE Data Library



4.8 A possible mismatch in apprenticeships compared to skills needs in the City.



There has been an increase in the provision of apprenticeships with a large increase in 2011 for business administration, although this has reduced the key areas where there are greater apprenticeships are in the health, business admin and retail/commercial areas. Apprenticeships in Leisure, ICT and construction have declined since 2010 and engineering and manufacturing returning to the same level ten years ago. The new Construction Centre should help to elevate figures in this sector but it will be important to ensure that apprenticeship provision reflects sector needs in the City.

Source: FE Data Library



Data sources

NOMIS annual population survey – workplace analysis July 2014 – June 2015

NOMIS – Jobseeker’s Allowance by age and duration with proportions

NOMIS – Benefit claimants – employment and support allowance

NOMIS – annual survey of hours and earnings

NOMIS – mid-year population estimates

NOMIS – Benefit payments – job seeker’s allowance

NOMIS annual population survey

NOMIS annual population survey – economic activity

National Statistics – GCSE attainment rates

Department of Education – destinations of key stage 4 and key stage pupils

Brighton Fuse Second Wave Firms Survey

ONS mid-year population estimates

Coast to Capital Economic Assessment 2015

UKCES Employer Skills Survey 2013

UKCES LMI Coast to Capital Report 2015

Briefing: English Indices of Deprivation 2015 and Index of Multiple Deprivation 2015

2011 Census merged local authority district

Centre for Cities Outlook 2016



