

Children and Young People Overview & Scrutiny Committee

Agenda

3 April 2013

**WEDNESDAY 3 APRIL 2013, 10.00am
COMMITTEE ROOM 2, SHIRE HALL, WARWICK**

1. General

(1) Apologies for Absence

(2) Disclosures of Pecuniary and Non-Pecuniary Interests

Members are required to register their disclosable pecuniary interests within 28 days of their election or appointment to the Council. A member attending a meeting where a matter arises in which s/he has a disclosable pecuniary interest must (unless s/he has a dispensation):

- Declare the interest if s/he has not already registered it
- Not participate in any discussion or vote
- Must leave the meeting room until the matter has been dealt with (Standing Order 42)
- Give written notice of any unregistered interest to the Monitoring Officer within 28 days of the meeting

Non-pecuniary interests must still be declared in accordance with the new Code of Conduct. These should be declared at the commencement of the meeting.

(3) Minutes of the meeting held on 30 January 2013

(4) Chair's Announcements

2. Call In of Cabinet Decision: To increase the published admission number of Coten End Primary School from 60 to 90 with effect from September 2013

(a) Reasons for Call In

Councillors Julie Jackson, June Tandy, Tim Naylor, Clive Rickhards and Peter Balaam have called this decision in as "no explanation was given as to why the date was brought forward despite the officer advice in the report and the outcome of the consultation".

(b) Consideration of the report

On 14 March 2013, Cabinet considered a "Proposal to Increase the Admission Number of Coten End Primary School, Warwick with effect from September 2014 Admissions" (report attached).

The minutes of the Cabinet meeting held on 14 July 2011 state the following:

"Councillor Timms introduced this item and proposed a revised recommendation that will bring forward the increase of the published admission number to September 2013.

Councillor Julie Jackson (Chair of the Children and Young People Overview and Scrutiny Committee) asked for assurance that the school would be provided with the extra accommodation it will require for the additional pupils. Councillor Timms informed the meeting that discussions would be held with the school as to how this will be achieved.

Resolved

That Cabinet approves the proposal to increase the published admission number of Coten End Primary School from 60 to 90 with effect from September 2013 reception admissions, and approves the publication of statutory notices."

(c) Recommendation

That the Committee considers the issues and decides what action, if any, they wish to take from the following three options:

- Set out its concerns in writing and ask the decision-taker to reconsider
- Refer the matter to full Council; or
- Decide to take no action

The outcome of the meeting will normally be published electronically within 2 working days of the meeting. If the Children and Young People Overview & Scrutiny Committee refers the matter to Council, the Council must meet within 10 working days of the Overview & Scrutiny Committee meeting.

3. Public Question Time (Standing Order 34)

30 minutes of the meeting are available for members of the public to ask questions on any matters relevant to the Committee. Questioners may ask two questions and can speak for up to three minutes on each. If you wish to ask a question, please contact Richard Maybey on 01926 476876 or richardmaybey@warwickshire.gov.uk

4. Questions to the Portfolio Holder

30 minutes of the meeting are available for members to question Cllr Heather Timms (Portfolio Holder, Children and Schools) on any matters relevant to the Committee.

5. New School Developments

This report details the Council's proposed approach to ensuring sufficient primary school places following recent increases in the birth rate, plus the timescales involved in secondary school expansion and the need for new provision arising from housing developments.

6. NEETs Performance Update

This report provides an update on the progress made in relation to reducing the numbers of young people not in education, employment or training (NEET), with early indications showing that Warwickshire County Council has exceeded the 2012 target.

7. Work Programme 2012-13

The Committee is asked to agree its work programme for the year ahead, and propose any new topics that may be suitable for scrutiny via a Task & Finish Group.

8. Any Other Items

Which the Chair decides are urgent.

Jim Graham
Chief Executive

Children and Young People Overview & Scrutiny Committee Membership

Councillors:

Peter Balaam, Richard Chattaway, Jim Foster, Carol Fox, Peter Fowler, Julie Jackson (Chair), Mike Perry, Clive Rickhards, John Ross (Vice Chair), Martin Shaw

Co-opted members for Education matters:

Joseph Cannon and Dr Rex Pogson, Church Representatives
2 vacancies for Parent Governor Representatives

Portfolio Holder relevant to the remit of the Overview and Scrutiny Committee

Councillor Heather Timms – Children and Schools

General enquiries

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**Children and Young People Overview & Scrutiny Committee
Minutes of the meeting held on 30 January 2013**

Present:

Members of the Committee

Cllr Balaam
Cllr Foster
Cllr Fowler
Cllr Jackson (Chair)
Cllr Perry
Cllr Rickhards
Cllr Shaw
Cllr Tandy
Cllr Williams (for Cllr Fox)

Co-opted members

Joseph Cannon

Others

Cllr Timms (Portfolio Holder)
Paul McIntyre (Headteacher, Myton School)

Officers

Sarah Callaghan (Head of Service, Learning and Achievement)
Craig Cusack (Commercial Enterprise Lead)
Wendy Fabbro (Strategic Director, People Group)
Phil Sawbridge (Head of Service, Safeguarding)
Richard Maybey (Democratic Services Officer)

1.1 Apologies for absence

Received from Cllr Carol Fox, Cllr John Ross and Chris Smart.

1.2 Disclosures of Pecuniary and Non-Pecuniary Interests

A general declaration of non-pecuniary interest was noted for all members in their roles as school governors and/or trustees.

1.3 Minutes of the meeting held on 6 November 2012

The minutes were agreed as a correct record and signed by the Chair.

Matters arising

Area Behaviour Partnerships (ABPs)

Sarah Callaghan agreed to email members with an update on:

- Whether the role of the ABPs is understood by all LA teams, particularly the Looked After Children team (resolution c)
- Progress of Warwickshire College's application to become an approved provider (resolution f)

Special Educational Needs (SEN)

Responding to a question about how the LA is preparing for the introduction of personal budgets, Wendy Fabbro agreed to provide members with a briefing note on progress to date.

Children's Health Scrutiny

The Chair informed members that although children's health issues are currently scrutinised by the Adult Social Care and Health Overview & Scrutiny Committee, they are also within the remit of this Committee. Members agreed that John Linnane

(Director of Public Health) should be invited to a future meeting to deliver a briefing on current children's health issues.

1.4 Chair's Announcements

Children's Centres

The Chair informed the Committee that the scheduled report on children's centres had been deferred. Wendy Fabbro apologised for the deferral, explaining that:

- a) Reductions to the Early Intervention grant will require a further review of children's centre provision
- b) Previous plans have had to be pulled back, and a fresh approach is needed with a single offer for pre-school provision
- c) Better integration is needed between early years and primary education to ensure families (particularly families in need) get the best possible deal. The transition has to be managed better with no gaps in provision
- d) All children's centres have agreed to a budget reduction of 5% for 2013/14, and current management contracts have been extended for a further 12 months
- e) Work is underway on developing an offer for pre-school age children, that merges education and family support – with a focus on targeted work
- f) Details of this will be reported to the Committee within the next 6 months

Reports of the seconded headteachers

The Chair stated that the reports of the two headteachers, Paul McIntyre and Carl Lewis, who were seconded to the LA from September to December, had been deferred. However, Paul was in attendance and agreed to provide a verbal overview of his findings. He first offered his thanks to those elected members and officers he had worked with during his secondment, and then outlined the key findings and recommendations of his report:

- a) A self-improving school improvement system is needed, with the LA acting as a broker, rather than a provider, of services. This will involve promoting "local leaders of education" and school-to-school improvement models
- b) Governance will be increasingly important, with school governors being the key mechanism for holding headteachers and leadership teams to account. Better training is needed for governors and clerks to governors
- c) Better liaison and partnerships, including with elected members, will be essential in the new educational landscape
- d) Agencies will need to work more closely together, especially around their duties towards vulnerable children. Better protocols are needed, and barriers to learning need to be challenged
- e) The admissions system needs to be reassessed, with a changing role for admissions forums and Fair Access panels

In conclusion, Paul stated that despite significant changes in the education landscape, there is an opportunity for the LA to innovate and build relationships – and schools are ready and willing to re-start relationships and work collaboratively. Wendy Fabbro extended her thanks to Paul and Carl for their work with the LA, and stated that their reports would be made available to the Committee after being considered by Cabinet.

2 Public Questions

None

3 Portfolio Holder Questions

- 3.1 Referring to recent school funding reforms, Cllr Rickhards asked if the LA was working with the Schools Forum to negotiate adjustments for small schools whose budgets are disproportionately impacted.
- 3.2 Cllr Timms responded that the funding reforms were national, and there will always be winners and losers. In general, Warwickshire is poorly funded compared to other local authorities. Officers do liaise with primary heads about their immediate budget restraints, explaining the options available to ease their pressures, such as federation and clustering. A seminar has also been organised to offer schools support.

4 Report of the Chair of the Safeguarding Improvement Task & Finish Group

- 4.1 Cllr Hicks introduced the final report of the Task & Finish Group, which followed the interim report circulated in June 2012. He explained that the Group had been established to monitor the implementation of an action plan put in place to address the concerns raised by the Ofsted inspection of November 2011.
- 4.2 While the Group was satisfied with progress of the action plan in June, there were some elements that could not be judged due to insufficient information being available at that time. These were reviewed in December, along with an update on overall progress of the action plan.
- 4.3 The Group was satisfied with progress overall, but was concerned about the different protocols adopted at University Hospital Coventry & Warwickshire (UHCW) when a potentially vulnerable child presents there. If the child is from Coventry, staff consult a list of children on a Child Protection Plan (CPP) supplied to them by Coventry Children's Services. If the child is from Warwickshire, staff phone Warwickshire Children's Services, who check on their live up-to-date system. The Task & Finish Group believed that this could result in errors at UHCW, and that the two authorities should work together on adopting a common approach with UHCW.
- 4.4 Phil Sawbridge, Head of Service for Safeguarding, added that children come on and off CPPs every day, so any list provided to UHCW would almost instantly become out of date. The only viable change to the current process used by Warwickshire would be for UHCW to have access to the live system. Hospitals currently cannot have this access, although central government intends to amend legislation to allow this soon.
- 4.5 Cllr Hicks also referenced the fact that Warwickshire Safeguarding Children Board (WSCB) had reviewed the action plan as well as the Task & Finish Group, and therefore suggested that the Committee consider its relationship with the WSCB to avoid any duplication of scrutiny in the future.

Resolved

1. The Overview & Scrutiny Committee endorses the conclusion of the Task & Finish Group that the Safeguarding Action Plan is being implemented in a satisfactory manner
2. The Overview & Scrutiny Committee encourages the children's services teams from Warwickshire and Coventry to work towards a common approach to sharing child protection information with UHCW
3. The Overview & Scrutiny Committee will consider the next annual report of the WSCB to better understand its function and avoid future duplication of scrutiny activity

5 Report of the Chair of the Academies Task & Finish Group

- 5.1 Cllr Hopkinson introduced the report, highlighting the broad range of issues investigated by the Task & Finish Group (reflected in the recommendations), which included: legal and financial implications, school-place planning, school improvement and vulnerable children.
- 5.2 School improvement was raised as a common concern, given the extent of the reductions to the Learning & Achievement team. Paul McIntyre stated that, while the statutory role of the LA is still present, school-to-school improvement is more effective. School improvement panels could prove a useful mechanism to prompt this, but would require buy-in and agreement from all schools. The Chair stated that the Committee's work programme does include an item on the future of school improvement, which would seek to address these concerns.
- 5.3 Cllr Timms (Portfolio Holder, Children and Schools) welcomed the recommendations within the report, but also the work of the Task & Finish Group in general, which has allowed members to gain a better understanding of the issues associated with academisation.

Resolved

1. The LA should provide a timely response to any school that indicates an intention to convert to academy status, and ensure that the response contains up-to-date and accurate guidance and contact information.
2. The LA should co-ordinate an event, such as a seminar or conference, for headteachers of all schools, lead officers/members of the LA and other appropriate stakeholders. The intention would be for headteachers to network, share issues and build relationships, and to work towards agreed protocols with the LA around key issues such as school-place planning.
3. The LA should strongly encourage academies to sign up to a data-sharing protocol that guarantees the transparency of key school information.
4. The LA should investigate options for a jointly agreed protocol between elected members and headteachers to clarify and define members' role as "champion of the learner". This should include guidance about how members can get to know their local schools and how they can engage with headteachers and governing bodies.
5. The LA should review the Governor Training service it offers to academies on a traded basis, to ensure it is up to date, fit for purpose and provides governors with clear guidance on their roles and responsibilities. This review should also explore

the training offered to clerks to ensure they are equipped with the appropriate skills.

6. The Children and Young People Overview & Scrutiny Committee should investigate whether the School Improvement team has sufficient capacity to ensure it can carry out its role.
7. a) The LA should actively promote closer working arrangements between the different agencies that provide services for vulnerable children, including better integration of their different systems, processes and terminology, so that families receive a more consistent experience.
b) The Children and Young People Overview & Scrutiny Committee should consider if further scrutiny of services to vulnerable children is required.
8. a) The LA should urgently review its statutory duties for school-place planning in the context of an increasingly fragmented and diverse educational landscape.
b) The LA should adopt a co-ordinating role between all relevant stakeholders (e.g., district councils, property developers, headteachers) to address the risks to sufficiency of school places caused by potential new housing developments.
c) The Children and Young People Overview & Scrutiny Committee should request a report on the LA's strategy for addressing the risks to both insufficiency and oversufficiency of school places.
9. The LA should review its approach to future planning developments to ensure it has the strongest possible evidence base to access Community Infrastructure Levy (CIL) funds.

6 Warwickshire Education Services (WES) Trading Update

6.1 Craig Cusack introduced the report, highlighting the following points:

- Schools are under pressure with regard to their discretionary spending, and are currently determining what level of service they will buy-back from the LA. A better indication of the level of buy-back is anticipated in March
- From a commercial perspective, WES does offer good value for money and there is a good take-up currently within schools
- The future challenge will be in the primary sector, which accounts for the majority of buy-back currently, as schools begin to convert to academies
- The LA provides some universal services that will be looked at on an individual basis to assess the business case for becoming traded

6.2 Sarah Callaghan, in response to a question about the risk to services when demand for them drops, stated:

- A careful balance is required between those services that can be traded and ensuring the LA fulfils our statutory duties
- The LA needs to better understand its role as "champion of the learner", and how it will meet its duties within the context of reduced resources
- The challenge requires joined-up working between WES, the Learning & Achievement team and schools themselves

6.3 In response to questions from members, Craig and Sarah explained:

- WES provides a holistic, competitive offer covering three main service elements: pupils (e.g., early intervention), buildings (e.g., cleaning and maintenance) and office support (e.g., IT and HR)

- While underperforming schools have to convert to academy status – and will take their funding with them – the LA will retain statutory duties to those schools, so an on-going relationship is still needed
- Buying services in bulk, e.g., by academy chains or school federations, does not necessarily allow the LA to offer a price discount. But if those customers can adapt their management/governance structures to make them more efficient, savings could be possible. This is a differentiator for the LA compared to private providers

Resolved

The Committee asked for an update report on the progress of WES in 12 months, including financial performance data to assess the competitiveness of the LA's offer to schools

7 Work programme

- 7.1 Cllr Balaam raised concern about health and safety risks that had been identified by the LA at a specific school in Warwickshire, and asked the Committee to consider if a Task & Finish Group was appropriate to investigate the matter.
- 7.2 Following discussion, it was agreed that a Task & Finish Group was not appropriate, but that the Committee raises these concerns formally with the Portfolio Holder and requests an urgent report (circulated via email) on how the LA is going to mitigate those risks.

Resolved

The Committee agreed the following changes to its work programme:

- **Strategy for School Improvement** (already scheduled for April)
This report should also address the issues raised in the meeting, such as the formation of “school improvement panels” and the promotion of “local leaders of education”
- **NEETs** (already scheduled for April)
This report will now be dedicated to the latest data and strategy for addressing NEETs, and the scheduled information on apprenticeships will be delivered as a separate briefing note
- **Local Account for Children, Young People and Family Services** (new)
This report to be scheduled for June 2013
- **WES Trading Update** (new)
This report to be scheduled for January 2014

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Chair

The meeting closed at 12.25pm

Cabinet

14 March 2013

Proposal to Increase the Admission Number of Coten End Primary School, Warwick with effect from September 2014 Admissions.

Recommendations

That Cabinet:

- 1) approve the proposal to increase the published admission number of Coten End Primary School from 60 to 90 with effect from September 2014 reception admissions, and approves the publication of statutory notices;
- 2) considers the representations from parents and the school to introduce the increase from September 2013 reception admissions having regard for the adverse impact this will have on neighbouring schools.

1.0 Key Issues

- 1.1 The Local Authority has a statutory responsibility to ensure a sufficiency of school places. The Warwick area has seen a significant increase in the birth rate over recent years and this has resulted in pressure on existing primary school places. Additional capacity has already been built at Newburgh Primary School and work is currently taking place to increase the size of Emscote Infant School
- 1.2 Latest information from colleagues in Health suggests that the number of live births within the Warwick area is still increasing. The table below shows the number of pre-school age children currently living within the priority areas of the primary schools in Warwick. This will not mean that all of these children look to secure places at Warwick schools but it does show that the reception age cohort in the town continues to increase with 56 more children due to start their primary education in September 2016 when compared to September 2012.

Primary School Priority Area	PAN	Capacity	Sept	Sept	Sept	Sept	Sept
			2012	2013	2014	2015	2016
Coten End Primary	60	420	75	66	86	71	88
Emscote Infant/All Saint's CE Junior	75 / 60	225 / 240	61	61	56	60	66
Newburgh Primary	60	420	97	92	101	106	104
Westgate Primary	30	210	58	64	73	74	74
Woodloes Primary	60	420	39	48	48	65	54
Total	285 / 270	1935	330	331	364	376	386

- 1.3 It should be noted that none of the primary schools in Warwick Town have proposed conversion to become Academy schools at present.

2.0 Proposal

- 2.1 The proposal is to increase the admission number of Coten End Primary School from 60 to 90 pupils per year with effect from September 2014 admissions. It is proposed that additional accommodation is provided from September 2014.
- 2.2 If approved this will see an additional 30 places at reception from September 2014. This increase will then feed through the school one year group at a time helping to enable the Local Authority to fulfil its statutory duty to ensure a sufficiency of school places. The increase would only be introduced one year group at a time to ensure stability for other schools in the town.
- 2.3 Coten End Primary is a popular, over-subscribed school and has been deemed to be outstanding by Ofsted (December 2011). Discussions have taken place with the Co-Headteachers and Governors of Coten End Primary and they are supportive of an increase in the size of the School and the opportunities this will bring. It should be noted that £2,800,000 has been identified in the 2012/13 capital programme to support the expansion of Coten End Primary School.

3.0 The Consultation

- 3.1 Permission to consult on the proposal to increase the capacity of Coten End Primary School was given at Portfolio Holder Decision making Session on 21 December 2012.
- 3.2 Formal consultation was undertaken from 7 January 2013 to 15 February 2013. Consultation documents were sent to interested stakeholders including the parents of all children currently on roll at the school, staff, governors and the student council. Copies were also made available to all other schools in the area, District Councillors, County Councillors, the Diocesan Authorities, the local Planning Authority and the local Member of Parliament. The proposal was also included on the Warwickshire County Council consultation hub.
- 3.3 The consultation period ended on 15 February with over 50 responses having been received during this time. Respondents have largely been parents of existing pupils or prospective pupils although there have also been responses from school staff, governors and the pupil Executive Committee of Coten End Primary School as well a response from another primary school in the town. Copies of all responses will be available in the Party Group Rooms and the Cabinet Office for one week in advance of Cabinet.
- 3.4 A large number of the responses are supportive of the proposal and see an increase in the number of places at the school as being a positive step. However, there are a significant number of respondents who are wholly against the proposal expressing concern about the impact the increase in numbers could have on the school ethos and the quality of teaching and learning. Some respondents have felt unable to express an opinion as to whether or not the proposal will be beneficial as

they would like to see detailed plans of where any additional accommodation would be located and hear from the school how they foresee being able to maintain the 'outstanding' provision.

3.5 Further details of concerns and issues raised are discussed below

- a) The overall size of school after expansion will be 3 forms of entry, this seems very large.

In terms of Primary school size and organisation the Local Authority wants to see schools large enough to offer a well-resourced and broadly based education to all pupils but not so large that they become impersonal.

In developing new primary schools it is considered that the minimum size should be at least 210 pupils.

With regard to an upper size limit of primary schools, in the past there has been a working assumption that new primary schools should not exceed 2 forms of entry (420 pupils). However, a number of Warwickshire's most successful schools are already larger than this. Moreover, recent evidence is that larger schools can perform at least as well as, if not better than, smaller schools in all aspects, whilst having a lower unit cost.

- b) What new accommodation will be made available and what outdoor space will have to be sacrificed?

Some discussion has taken place with the school to look at how and where additional accommodation can be added. There will need to be 7 new classrooms, additional toilets and ideally an extension to the junior age hall. A number of the existing classrooms in Key Stage 2 are small and consideration will be given to internal re-configuration to see if larger teaching spaces can be created.

Initial thoughts are that one classroom will be added at the Key Stage 1 end of the building with a new six classroom block taking the space currently housing 2 temporary classrooms.

The school would like to see a new admin/reception area located next to the front entrance and we would hope to be able to provide this for them.

It must be stressed that at this stage discussions are at a very early stage as detailed plans will not be developed unless Cabinet gives approval for the expansion.

- c) What steps will be taken to ensure disruption to existing pupils is kept to a minimum if the expansion goes ahead?

As previously noted, the leadership team and governors of Coten End Primary School are wholly supportive of the proposal to expand. They have already begun to consider how to make the transition from two to three forms of entry without compromising the current quality of education provided. The school have started to think about the build process and how the

management of the school day might change in the light of larger overall numbers in the school.

The school will be actively engaged with discussions regarding the new build etc. and we are aware that in a number of previous school expansions across the county, the experience has been seen as being extremely positive allowing a new learning experience for pupils.

- d) Are additional spaces really needed in Warwick and do they have to be at Coten End Primary?

Information provided to the Local Authority by colleagues within Health clearly shows that the number of pre-school age children within Warwick is continuing to increase. We believe that if additional school spaces aren't made available within the town children will be unable to secure a place at a school locally.

We could look at changing priority areas to ensure a better match between the sizes of the schools and the likely pupil intake and we will be looking to undertake such an exercise elsewhere in Warwick. However, this in itself won't add places it will simply support a redistribution of patterns of attendance.

A number of factors are considered when identifying where it might be possible to add places. A major factor is the willingness of the staff and governors of the school in question and Coten End Primary are keen to expand. The school has been consistently over-subscribed so is clearly popular and, with Ofsted having judged the school to be 'Outstanding', it is also obviously successful. The Government is supportive of popular and successful schools being able to expand.

The ease with which additional capacity can be added is a contributing factor. Has the site got sufficient space to expand and is it cost effective to do so? We believe that the additional buildings can be added at Coten End Primary without compromising the facilities the pupils currently enjoy.

We also give consideration to where pupils live and the numbers within the Coten End area are already on the increase. In addition, we believe there is likely to be further housing development within Coten End's area thus ensuring the longer term need for additional capacity.

- e) If we need additional school places why not build a new school somewhere else in Warwick?

The County Council has limited capital funding to support the provision of school places. Building a new school is not an unattractive idea but the lack of available land is a major issue. To build a new school the County Council would first need to buy a plot of land and then encounter the build costs. This makes the expansion of an existing school a more cost effective and achievable solution to the shortage of pupil places.

- f) What will the impact be on local traffic?

The impact on local traffic is a consideration of any planning application. The school will be asked to complete a travel plan for current pupils and estimate the impact of any expansion.

It must be stressed that the expansion is being proposed as a result of the number of children locally within Warwick and we would encourage the school to work with parents and children alike to encourage walking to school wherever possible.

The school has in the past reached an agreement with the District Council that parents can make use of the parking provision in St Nicholas Park at either end of the school day to ensure safe drop-off and pick up of children without adding congestion to Coten End.

g) How will the expansion be managed?

The County Council has considerable experience of managing school building programmes and any contractors employed have to adhere to strict working practices and procedures.

All steps are taken to ensure that disruption to local residents as well as the school community is kept to a minimum. The site will be effectively managed to ensure that deliveries are only made during pre-determined times.

The Building Contractor will work closely with the school and the County Council to ensure that problems do not escalate and that any potential issues are identified and rectified.

Building work will be phased to ensure the new buildings are delivered in the most useful way for the school. Any internal works required will where possible be undertaken during the school holiday periods.

h) How can we ensure that other schools will not be adversely affected by the proposed expansion of Coten End Primary School?

The Local Authority is clear that the increase in pupil numbers is largely due to birth rate and so is impacting on school places in the lower age groups. As a result we would only introduce any increase by one year group at a time starting with reception in 2014. Effectively this would mean that Coten End Primary School would increase by up to 30 pupils annually from September 2014 through until September 2020. The school will not be fully 3 forms of entry until September 2020.

With only one year group added annually we believe that there is likely to be little movement of children away from other schools.

The proposal is also to introduce the increase from September 2014 when we believe the numbers in the area will have started to increase further and so impact on other schools should be minimal.

- 3.6 Although mindful of the concerns expressed by a number of respondents to the consultation, Officers believe that there will be a need for additional places in Warwick from September 2014 and that the expansion of Coten End Primary School provides a cost effective solution. As a result Officers recommend to Cabinet that they consider supporting the proposal to increase the admission number of the school at entry to reception from September 2014.
- 3.7 Cabinet will be aware of the problems experienced by a number of parents in September 2012 at where they could not secure places for their younger children at the same school as elder siblings. A number of respondents to the consultation on the proposed expansion to Coten End Primary School have asked that Cabinet considers introducing the additional form of entry for September 2013 admissions. In addition to a number of parents, the school governing body and leadership team have also asked for an increase in the admission number to be introduced from September 2013.
- 3.8 The latest information from admissions shows that there are over 90 first preferences for admission to Coten End Primary School for September 2013. However, almost 30 of these are for children living outside of the priority area and to admit them could exasperate the issue regarding out of area siblings not being able to secure places in the future as the number of pupils within Coten End's priority area continues to increase.
- 3.9 There is concern also, that to allow Coten End to admit additional numbers in September 2013 will have an adverse impact on a number of other schools in Warwick with one in particular 'losing' approximately 12 children. Such a reduction would clearly have a significant impact on the budget allocation for the school and the ability to manage staffing longer term. A number of other schools within the town will also 'lose' 5 or 6 pupils each if Coten End is allowed to admit an additional form of entry in September 2013 and this is something Cabinet should be mindful of when making their response.

4.0 Timescale Associated with Next Steps

- 4.1 If approved, details of the proposal and implementation date.
- 4.2 The authority is under a statutory duty to ensure there are sufficient school places in the County. Under section 19 of the Education and Inspections Act (EIA) a local authority is required to publish a proposal to make a prescribed alteration to a maintained school. A prescribed alteration is one designated by regulations. The relevant regulation in this matter are the School Organisation (Prescribed Alterations Regulations) (England) Regulations 2007 ('the prescribed Alterations Regulations 2007'). Under paragraph 1(1) of Part 1 of schedule 4 to these regulations an enlargement of the premises of a community school which would increase the capacity of the school by (a) more than 30 pupils; and (b) by 25% or 200 pupils (whichever is the lesser) is a prescribed alteration that a local authority is required to publish under section 19 of the EIA. Therefore the proposal to increase the admission number of Coten End Primary School as set out above is a prescribed alteration that the authority is required to publish if the proposals are to be taken forward.

- 4.3 Given the forecast need for additional school places in the area Cabinet is asked to consider approving the publication of the necessary statutory notices.

5.0 Finance

- 5.1 Capital funding of £2.8m for this proposal was approved by members as part of the People Group, Schools Capital Programme 2012/13. The estimated cost of this proposal remains unchanged.

Background Papers

None

Supporting Papers

Portfolio Holder Report 21 12 12.
Consultation document attached as an **Appendix A**.

	Name	Contact Information
Report Author	Janet Neale	01926 742266 janetneale@warwickshire.gov.uk
Head of Service	Sarah Callaghan	
Strategic Director	Wendy Fabbro	
Portfolio Holder	Councillor Timms	

Consultation Paper

**Proposal to Increase the Admission Number of
Coten End Primary School, Warwick with effect from
September 2014 Admissions.**

1. The Proposal

The proposal is to increase the admission number of Coten End Primary School from 60 to 90 pupils per year with effect from September 2014 admissions. It is proposed that additional accommodation is provided from September 2014.

2. Background

Coten End Primary School is a Community school in Warwick serving the Myton Road area including Bridge End. Area to the east of but excluding Mill Street, St. Nicholas Church Street, Priory Park and Wathen Road and east along Millers Road. The northern boundary follows the Grand Union Canal as far as the Charles Street Bridge, across to Emscote Road (excluding Waterloo Court) and along the railway line to the River Avon. The eastern boundary is just east of Myton Crofts on Myton Road and Europa Way. The southern boundary is formed by the Parish boundary for Bishops Tachbrook as far as the River Avon. In October 2012 the school had 433 pupils on roll, an admission limit of 60 pupils per year, and a capacity of 420 pupils.

3. Why are the changes necessary?

Warwickshire is experiencing, and is forecast to continue to see, a significant growth in pupil numbers which is feeding into primary schools. The fall and rise in the birth rate in Warwickshire follows the national trend very closely with births falling each year between 1991 and 2001 before entering a rising trend from 2002 until 2009.

Pupil numbers in the area, and more widely across Warwick, are forecast to continue to rise. If we do nothing, it is likely that there will be insufficient places in reception from September 2014. This would result in children from within the area having to travel to a school outside the area to secure a place in a school.

Latest information from colleagues in Health suggests that the number of live births within the Warwick area is still increasing. The table below shows the number of pre-school age children currently living within the priority areas of the primary schools in Warwick. Whilst not all of these children will look for places in state schools, the information does show that the number of children looking to enter school continues to rise.

Number of pupils living in Warwick and due to start school in			
Sept 2012	Sept 2013	Sept 2014	Sept 2015
330	331	364	376

4. What is the impact of the change?

(a) Building

The design of the new accommodation would be undertaken in consultation with representatives of the school to provide accommodation for an intake of 90 pupils per year from September 2014.

(b) Funding

The Warwickshire Cabinet has approved the allocation of sufficient funds to support the delivery of the project from the Learning and Achievement Capital Programme. The estimated cost of the proposal is £2.8m

5. When would the changes take effect?

If approved, a Published Admission Number (PAN) of 90 pupils will apply to admissions to Coten End Primary School from September 2014 onwards.

An increase of the PAN from 60 to 90 would see the overall capacity of the school increase by 30 places in each year group to give an overall capacity of 630. Usually we would only look to expand a school by one year group at a time. However, discussions will take place with the school to determine how best to approach the increase in capacity.

6. What happens next?

This consultation paper is being sent to all parents, to prospective parents, staff, the governing body and the Student Council of Coten End Primary School. Copies will also be sent to other schools in the area, Warwick District Council, local Parish Councils, Diocesan Education Authorities, admission authorities and the Local Member of Parliament.

The key milestones, subject to responses at each stage, are as follows:

Consultation on proposals	:	7 January to 15 February 2013
Consideration by Elected Members	:	March/April 2013
Statutory Consultation	:	April/May 2013
Consideration by Elected Members	:	May/June 2013

We want to know your views. The deadline for responses is 15 February 2013

Please send your comments on the proposal by e-mail to:

consultations@warwickshire.gov.uk

or in writing to:

Access and Organisation (REF JAN)
Learning and Achievement
People Group
Saltisford Office Park
Ansell Way
Warwick
CV34 4UL

Children and Young People Overview & Scrutiny Committee

3 April 2013

New School Developments

Recommendations

1. To endorse the approach taken to meet Basic Need. This relates to the provision of sufficient primary school places, following an increase in the birth rate in recent years, and its impact in particular areas of the county
2. To note the timescales involved when considering the expansion of secondary school provision as the larger primary school cohorts move through the school system
3. To note the need for new provision, which will arise from a significant increase in new housing developments, the approach the local authority will be required to take, and to decide if any additional reports are required

1.0 Key Issues

- 1.1 The Local Authority (LA) has a statutory duty under section 14 of the Education Act 1996 to provide sufficient school places for the children in its area. The way that the LA goes about fulfilling that duty is set out in the *Framework of Organising Education Provision in Warwickshire 2012* report, which was taken to Committee on 20 June 2012. This framework explains the commissioning process for school places as well as for early years and post-16 provision.
- 1.2 The main drivers for changes in school organisation are changes in demography, the school improvement agenda, secure school leadership and financial viability. There are a number of potential structural solutions available when faced with school organisation issues from opening new schools or expanding existing ones to amalgamations and federations.
- 1.3 Warwickshire has seen a steady increase in the number of four year olds starting school over the past few years. In September 2012, there were 6,263 children starting in Reception. This is an increase of 863 (or 16%) since September 2005 and it has put significant pressure on primary school places in certain areas.
- 1.4 Within this general pattern of increase, however, there are significant local variations. In line with the national picture, most urban areas are seeing population growth as a result of an increasing birth rate. However, in more rural areas this growth has not materialised and in fact many are in population decline. The pupil number forecasts suggest that for the September 2015

Reception intake, there will be fewer than 3% spare places in schools classed by the Department for Education (DfE) as being in urban areas but over 13% in the remaining schools in the county.

- 1.5 The government has recognised that there are parts of the country where the increased natural growth is putting pressure on primary school places and since 2010 has begun to release funding for LAs to install additional provision. However, the current practice of only making annual capital allocations makes it difficult for LAs to carry out long-term planning.
- 1.6 With the funding received to date, the LA has provided an extra 2,021 primary school places. A list of the expansion projects is provided at Appendix 1. Schools that have taken additional pupils at the LA's request have been provided with additional revenue funding to help with costs such as employing an extra teacher.
- 1.7 The approach taken to ensure that as many new places are created as cost effectively as possible has been to first look for solutions that do not require capital investment such as amending school priority areas. Should that not prove possible, the LA looks to utilise any existing capacity in local schools before investing capital funding in physical expansions. New schools are the most costly method of providing additional places and would only be considered should no suitable expansion option be available due to the added complication of having to find and acquire a suitable site.
- 1.8 When the birth rate was lower, many schools took the opportunity to use any spare accommodation to bring in services such as nursery or pre-school provision. The view taken to date has been to maintain those services as they offer many benefits to local families in terms of transition to school and supporting 'school readiness'. They also provide an important source of revenue for the schools.
- 1.9 Pupil number forecasts for the county suggest that the recent growth in the number of children requiring a school place is likely to flatten out over the next 3 years. However, there will still be a need to provide further additional capacity in the primary schools in certain areas due to the local fluctuations described above. This will be a particular issue in parts of Rugby, Warwick, Nuneaton and Bedworth.
- 1.10 Moreover, the need to provide additional secondary school places will require attention very shortly with some areas, such as parts of Rugby, expected to experience some pressure on places as early as 2014. Shortages of secondary school places are forecast to occur from September 2016 – most notably in parts of Nuneaton, Warwick and Rugby.
- 1.11 In order to physically expand a maintained school, the LA must consult fully, publish formal proposals and secure Cabinet approval. This process can often take three to four months and is subject to strict timelines imposed through legislation. However, academies are not required to follow this process and so may expand at much shorter notice.

- 1.12 Natural growth through increased birth rates is not the only pressure that the capacity of the school estate will be put under over the next 10 to 15 years. The proposed increases in housing across all five districts will bring new families to Warwickshire and will require a significant increase in school capacity.
- 1.13 Over the next 10 years, it is proposed that in excess of 50,000 new homes will be built in the county: potentially increasing the pupil population by 20,000. To cope with this number of additional children, the equivalent of 50 new one form entry primary schools would be required along with the equivalent of nine new six form entry secondary schools plus new early years and special school provision.
- 1.14 A number of these new developments are already underway or are in the later stages of development. As a result, there is an existing practice of working closely with colleagues in the Districts and Boroughs to ensure that any development is accompanied by the necessary education infrastructure.
- 1.15 Often, this has involved securing funding to expand existing schools; however, to provide this level of additional capacity, there will be no alternative but to build new schools. There is a presumption in legislation that any new schools will be academies or free schools: the LA now has no power to open new community schools but would be involved in the development process of creating new schools to mitigate the impact of new housing developments. Existing providers such as the Church Dioceses may still put forward proposals for new Voluntary Aided schools: these proposals would require LA approval.
- 1.16 The government's academies and free schools agenda has made developing a strategic plan for providing the necessary additional school places more difficult. The LA has no power to expand academies; however, they can expand independently with agreement from the Secretary of State. Free schools can also open outside of the LA's planning processes. Currently, the relationship with new academies is working well with discussions already taking place with many about the changing demand for places in their area (see Appendix 1).

2.0 Options and Proposals

- 2.1 The Access and Organisation team will continue to monitor areas of population growth across the county, analysing pupil number forecasts and school capacity measures to identify situations where an intervention may be required. Details are taken regularly to the Capital, Access and Organisation Board to ensure that appropriate action is taken and there are formal internal performance monitoring processes in place.

- 2.2 Where there are potential shortfalls in provision, solutions will continue to be found in the manner explained above to find appropriate, cost-effective ways of securing the additional places required.
- 2.3 A programme to provide additional secondary school places will be developed to ensure sufficient capacity over the next few years. This programme will look at options as to how this can be achieved and the solutions identified put to Cabinet before being consulted upon.
- 2.4 It will be impossible to develop further expansion programmes without engaging with schools that have converted to academies, particularly at secondary school level where most of the county's schools have already converted. It is important to engage with those academies to understand their expansion plans and be supportive if those plans align with the LA's strategic priorities. This may require some expenditure of the LA's Basic Need funding allocation on academy school sites if the LA needs the academy to expand.
- 2.5 In light of the forecast demand explained above, it is proposed that a further, detailed report be taken to Cabinet. This will be a joint report from the People and Resources groups and will set out an investment strategy outlining the resources required to provide sufficient school places to meet the likely demand over the next few years.
- 2.6 While there is currently only one free school in Warwickshire, it is important for the LA to be aware of any proposals to open new free schools. This will require close engagement with the DfE and a robust internal process to ensure early interaction with potential providers. The LA will in all likelihood be asked to take a position on whether or not they support each free school proposal. This will not necessarily affect the DfE's final decision on whether or not the new school can go ahead.

3.0 Timescales associated with the decision and next steps

- 3.1 Sufficient additional places have been provided to meet the expected demand for Reception and Year 7 places in September 2013. However, this situation will continue to be monitored and further action taken if necessary.
- 3.2 There is a need for additional primary school places in September 2014 and September 2015 and three expansion proposals are already at the consultation stage. Details are provided in Appendix 1. Options for how the remaining additional places will be provided will be developed over the next few months.
- 3.3 Proposals for providing the first additional secondary school required will also be developed over the next few months. Proposals for future increases in secondary school capacity will be developed once there is greater clarity over funding levels, academy expansion plans and free school proposals. This will be set out in more detail in the proposed report to Cabinet.

- 3.4 The County Council will continue to work on an ongoing basis with partners in the district authorities to ensure that potential developers provide the appropriate education infrastructure as part of their schemes and will work with the DfE and other partners to find suitable providers for the new schools. Details will be brought to members once there are specific proposals for new developments that require increased school provision.

Supporting Documents

1. Education Act 1996
2. DfE Guidance on Expanding a Mainstream School
3. Warwickshire Pupil Number Forecasts
4. *A Framework for Organising Education Provision in Warwickshire 2012* – report to Children and Young People Overview and Scrutiny Committee (20 June 2012)

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Appendix 1: School Expansion Details

a) In Progress and Completed Primary School Expansions

DfE No.	School	Education Area	Original PAN	Revised PAN	Capacity Added	Build Required
3002	Alveston Primary	Southern	20	30	70	Yes
3587	Barford St Peter's CE	Southern	17	20	21	Yes
2598	Boughton Leigh Infant	Eastern	80	120	120	Yes
2590	Boughton Leigh Junior	Eastern	100	120	80	Yes
2053	Bridgetown Primary	Southern	45	60	105	Yes
2640	Camp Hill Primary	Nuneaton & Bed.	45	60	105	Yes
3315	Canon Evans CE Infant	Nuneaton & Bed.	80	90	30	No
3302	Canon Maggs CE Junior	Nuneaton & Bed.	85	89	16	No
3594	Cawston Grange Pri.	Eastern	30	30	0*1	No
2332	Emscote Infant	Central	60	75	45	Yes
2635	Exhall Cedars Infant	Nuneaton & Bed.	56	60	12	No
2585	Glendale Infant	Nuneaton & Bed.	75	90	45	No
2032	Hurley Primary	North Warwickshire	25	25	0*2	No
2638	Kingsway Primary	Central	25	30	35	Yes
2621	Lillington Primary	Central	30	60	210	Yes
2405	Long Lawford Primary	Eastern	40	45	35	Yes
2325	Newburgh Primary	Central	30	60	210	Yes
2633	Newdigate Primary	Nuneaton & Bed.	30	45	105	Yes
2419	Oakfield Primary	Eastern	30	45	105	Yes
2614	Race Leys Junior	Nuneaton & Bed.	68	70	8	No
5206	Shipston Primary	Southern	54	60	42	Yes
3207	Shustoke Primary	North Warwickshire	27	27	0*2	No
2620	St John's Primary	Central	30	30	0*2	No
2641	St Michael's CE (KS1)	Nuneaton & Bed.	30	45	45	Yes
	St Michael's CE (KS2)		45	50	20	
2622	Sydenham Primary	Central	30	60	210	Yes
2610	Temple Herdewyke Pri.	Southern	12	12	0*2	No
3210	The Ferncumbe CE Pri.	Central	17	20	21	Yes
3204	The Willows CE Primary	Southern	45	60	105	Yes
2629	Wembrook Primary	Nuneaton & Bed.	80	90	70	Yes
3192	Wolston St. Margaret's	Eastern	24	30	42	Yes
-	Total	-	1365	1708	1912	-

*1: School took one off 'bulge' class without physical expansion

*2: School have taken above PAN where necessary without permanent expansion

b) Planned Primary School Expansions

DfE No.	School	Education Area	Original PAN	Revised PAN	Capacity Added	Build Required	Expansion Required
3154	All Saints CE Junior	Central	60	75	60	Yes	Sep 2013
2623	Coten End Primary	Central	60	90	210	Yes	Sep 2014
2043	Quinton Primary	Southern	15	30	105	Yes	Sep 2013

c) Planned Secondary School Expansions

DfE No.	School	Education Area	Original PAN	Revised PAN	Capacity Added	Build Required
4113	Shipston High School	Southern	77	90	65	No*3

*3: School likely to require further expansion, which will incur capital expenditure

d) Changes to Academy Planned Admission Numbers

DfE No.	School	Education Area	Original PAN	Revised PAN	Capacity Change
4240	Alcester Academy	Southern	174	150	-120
5407	Alcester Grammar	Southern	94	120	130
4241	Ashlawn School	Eastern	256	280	120
4238	Bilton High	Eastern	285	210	-375
4004	Etone College	Nuneaton and Bed.	150	155	25
4601	King Edward VI School	Southern	75	81	30
4620	Lawrence Sheriff School	Eastern	94	120	130
5403	Myton School	Central	256	275	95
5406	Rugby High School	Eastern	94	120	130
4730	St Benedict's Catholic High	Southern	109	140	155
3595	St Nicholas CE Primary	Southern	50	60	70
4002	Stratford Grammar School for Girls	Southern	75	112	185
-	Total	-	1712	1823	575

Children and Young People Overview & Scrutiny Committee

3 April 2013

NEETs (Not in Education, Employment or Training) Performance Update

Recommendation

To consider the report and review the positive progress made in relation to reducing the numbers of young people not in education, employment or training. Early indications are that Warwickshire County Council has exceeded the 2012 target.

1.0 Purpose of the report

At its meeting in September 2012, the Committee considered a report on young people not in education, employment or training (NEETs). The report outlined the overall approach of the various initiatives aimed at reducing the numbers of NEETs in Warwickshire. Following this, the Committee requested a progress report for six months time.

2.0 Background

- 2.1 The 2011 NEETs target was 5.2% (960 young people) and the actual achieved was 4.5% (830 young people). The 4.5% figure is now based on the new national counting methodology introduced by the Department for Education (DfE) in 2012 which measures young people's NEETs status by residency up to the end of the academic year in which a young person becomes 19.
- 2.2 The 2013 NEETs target has been revised from 5.2% to 4.0% (735 estimated young people). This target is set in the context of the current economic climate and the potential impact caused by the transfer of responsibility to schools for impartial information, advice and guidance to young people from September 2012.
- 2.3 The revised targets are also set in light of the introduction of two major LA strategies which should impact positively by reducing the number of NEETs. However, as these new initiatives are still in their early stages and key strands have yet to be implemented, the impact of the programmes will not be evidenced immediately. These are:
 - a) The establishment of 'Going for Growth' which, as one of its aims, will encourage schools to increase employer engagement in order to provide greater employment opportunities for young people and will work with local businesses to stimulate the growth of apprenticeship placements.

b) The work of the Priority (Troubled) Families initiatives introduced in December 2011 by the Department for Work and Pensions (DWP) and Communities and Local Government (CLG). Through these separate initiatives, the Council and its partners are required to work systematically with a specified number of families and, as a result, improve the life chances of the children in those families through joined-up interventions that address whole family issues and challenges.

There are currently around 120 priority families with a young person aged 16-19 who is NEET.

The DWP Programme will run until December 2014 and the CLG programme to March 2015. Both programmes require the voluntary engagement of families.

2.4 The revised targets are as follows:

Year	Target	Estimated number NEET	16-18 population projection*
2012/13	4.0%	795	19,884
2013/14	3.0%	591	19,713
2014/15	2.0%	388	19,418

*ONS Sub-regional population projections

The Government's Raising the Participation Age (RPA) strategy raises the age that young people remain in compulsory education or training to age 17 by 2013 and up to their 18th birthday from 2015. Young people will be able to participate in a way that best suits their needs and aspirations; for instance, in full-time education at school or college; on an apprenticeship; or in part-time education/training if they are working or volunteering full time. However, it is recognised that achieving 100% participation is an aspirational target as there will always be a cohort of young people who may not be able to participate in education or training e.g., young mothers, young offenders, young carers, young people with complex mental health problems etc. Reflecting this, the 2015 figure is set at 2.0% (388 young people) which we believe to be a challenging yet realistic target.

3.0 NEETs in Warwickshire

3.1 There are three different measures of the number of NEETs on which we are required to report:

- Destinations of young people at the end of Year 11
- The number of 16-18 year olds who are NEET
- September Guarantee of an offer of learning for young people in Years 11 and 12

3.2 Destinations of young people at the end of Year 11

3.2.1 The Year 11 Activity Survey is an annual survey undertaken in November that reports the educational/employment statistics of young people, educated in

Warwickshire, who completed statutory education at the end of June. The following table shows that in 2012, 96.6% (6,157) of Warwickshire young people in Year 11 entered a positive destination, an increase of 0.9% on 2011.

3.2.2 2008-2012 Warwickshire Destinations at the end of year 11

Status	2007	2008	2009	2010	2011	2012
Continuing in Education	80.6%	83.4%	88.1%	89.2%	89.5%	90.7%
Training (non-employed)	2.5%	2.8%	2.3%	1.8%	0.6%	0.9%
Employment	10.9%	8.9%	5.8%	4.9%	5.1%	4.8%
Vol & P/t Activities	0.9%	0.7%	0.8%	0.4%	0.5%	0.2%
Positive Outcomes	94.9%	95.8%	97.0%	96.2%	95.7%	96.6%
NEET	4.4%	3.7%	2.7%	3.2%	3.1%	2.0%
Not Available Left Area	0.7%	0.6%	0.3%	0.6%	1.3%	1.4%
Negative Outcomes	5.1%	4.2%	3.0%	3.8%	4.3%	3.4%
Total	100%	100%	100%	100%	100.0%	100.0%

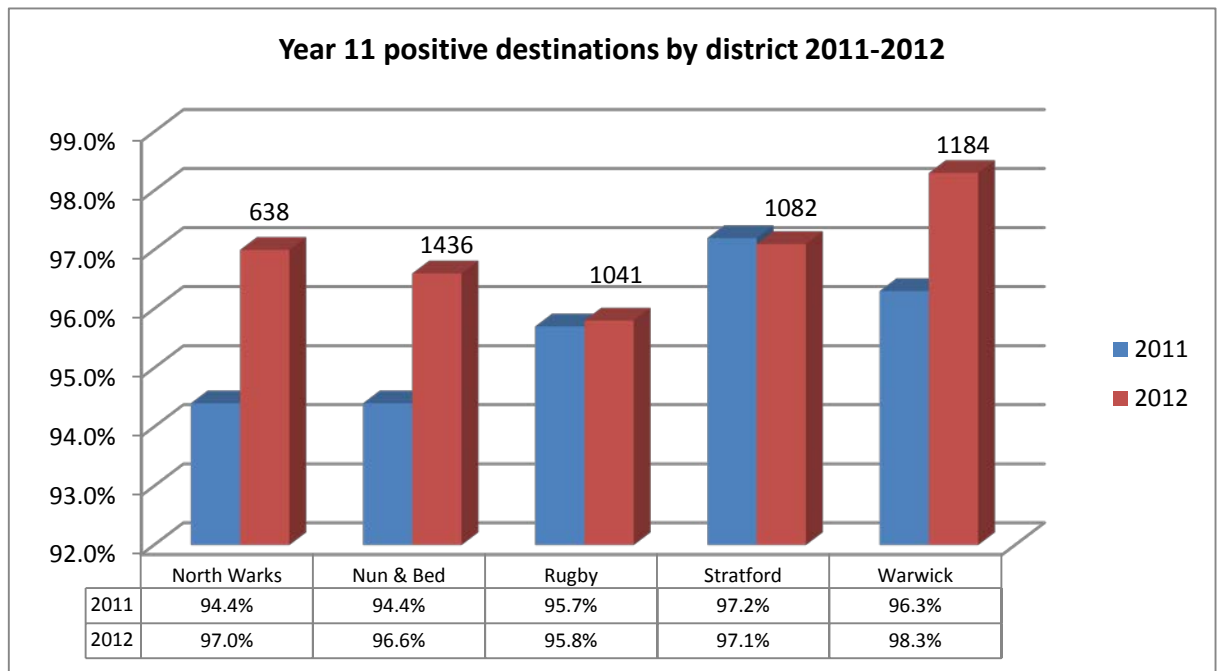
Source: CSWP

The table above shows the proportion of young people completing Year 11 continuing in education has risen by 10% over the past five years to its highest figure of 90.7% (5,779) in 2012.

The proportion becoming NEET at the end of Year 11 has fallen to its lowest ever level at 2.0% (128).

A breakdown of destinations at the end of Year 11 by school is attached as Appendix 1.

3.2.3 Percentage of Year 11 securing a positive destination by district



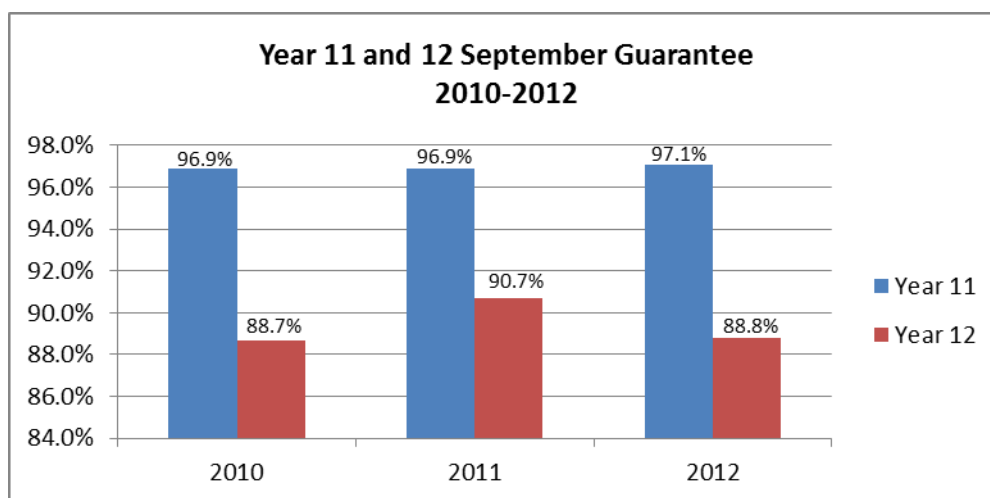
Source: CSWP. District rates differ slightly compared to LA rates due to those with an unknown address

The overall percentage of young people in the Rugby district entering a positive destination has fallen below all other districts for the first time and stands at 95.8% (1,041 young people) in 2012.

Improvements of 2% or more can be seen in North Warwickshire, Nuneaton and Bedworth and Warwick districts between 2011 and 2012 in the number of Year 11s entering a positive destination.

3.3 September Guarantee of an offer of learning for Years 11 and 12

The September Guarantee is of an offer of learning to all young people at the end of Year 11 and Year 12.



Source: CSWP

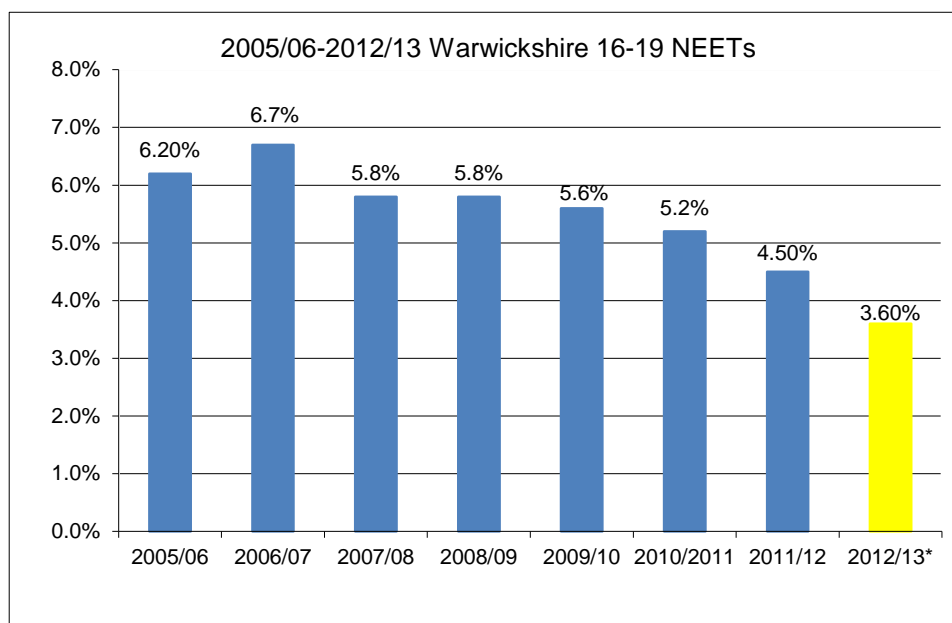
- 97.1% (6,223) of Warwickshire's Year 11s had been offered a place in learning (education or training) in September 2012; seeing a slight increase on the 2011 figure of 96.9%.
- The offer of a place in learning in Year 12 has fallen from 90.7% in 2011 to 88.8% (5,447) in 2012.
- The Local Authority (LA) statutory duty is to ensure that young people make a successful transition at the end of Year 11 (the September Guarantee). The Authority has commissioned the Information Advice and Guidance (IAG) provider to facilitate this requirement earlier for the most vulnerable groups of young people. Those young people most at risk (884) of not making a successful transition have been receiving significant help and all the providers of learning have signed up to accelerating their applications in order to provide an offer of learning to them by the end of March.

3.4 The number of 16-19 year olds who are NEET

- 3.4.1 The DfE-published NEET figure is an average of the November, December and January submissions to the DfE from the contracted IAG provider. Up until 2010/11, this covered 16-18 year olds in Warwickshire institutions. This

changed in 2011/12 to include young people resident in Warwickshire up to the end of the academic year in which they become 19.

3.4.2 16-19 NEETs 2005/6-2012/13



Source: DfE. Note up to 2010/11 figures include 16-18 in Warwickshire institutions, from 2011/12 figures include young people resident in Warwickshire up to the end of the academic year in which they become 19

*The 2012/13 NEETs rate of 3.6% (660 young people) is an estimated early indication. DfE will publish the final figure in April 2013. It appears that there has been an improvement of 0.9% in the NEETs rate compared to last year.

3.4.3 2012/13 16-19 NEETs rates by district

District	NEET			
	Actual Age 16-18		Academic Age 16-19	
	Jan-10	Jan-11	Jan-12	Jan-13
North Warwickshire	8.4% (127)	7.5% (106)	5.2% (97)	4.1% (82)
Nuneaton & Bedworth	6.2% (260)	6.8% (275)	4.6% (212)	4.6% (224)
Rugby	7.2% (214)	4.7% (132)	3.9% (119)	2.2% (76)
Stratford	3.1% (97)	2.9% (87)	3.3% (118)	2.7% (103)
Warwick	4.6% (171)	4.6% (162)	4.0% (152)	2.8% (115)

Source: CSWP

The NEETs by district data shows improvements from last year in all areas with the exception of Nuneaton and Bedworth, which remained unchanged and stands at the highest rate of 4.6% (224).

3.4.4 16-19 NEETs by priority group in January 2013

Priority Group	Number NEET	Priority group cohort	Proportion of priority group who are NEET
Clients with SEN	166	2448	6.8%
Teenage mothers/pregnant	86	232	37.1%
Young Offenders	17	93	18.3%
Homeless	1	6	16.7%
Travellers	2	8	25.0%
CAHMS	6	27	22.2%
BME	39	1582	2.5%
In care/care leavers/asylum seekers	31	199	15.6%

Source: CSWP. Note young people can count in more than one category.

The above table shows 16-19 NEETs by priority group with those who are teenage mothers, travellers and CAHMS most likely to be NEET. Those from BME groups are less likely to become NEET at 2.5% compared to the overall Warwickshire figure of 3.6% (estimated) for 2012.

3.5 Since the implementation of targeting and funding for those vulnerable groups above, the numbers of young people who are NEET have reduced. The following programmes have impacted on the reduction in NEETs:

- European Social Fund (ESF) programme managed by North Warwickshire and Hinckley College delivered countywide to 270 14-16 year olds who are at risk of becoming NEET. As of January 2013, the programme has had 224 starts (83%) with 158 young people finishing their programme.
- ESF programme managed by CSWP (the IAG provider)) delivered countywide to 383 16-19 year olds who are NEET. As of January 2013, the programme has had 313 (82%) starts with 198 young people finishing their programme.
- Summer 2012 provision delivered countywide aimed at re-engaging young people at risk of becoming NEET or who were in the NEET category. Of 108 young people taking part, 59 progressed into positive outcomes in the autumn of 2012.

3.6 Reducing the number of NEETs remains a high priority for the Government and the Council. Current initiatives being taken to support young people into education, employment or training are detailed in the Overview and Scrutiny Committee report 'Young People Not in Education, Employment or Training (NEET), 6 September 2012'.

Detailed below are additional initiatives that have been introduced to support young people into education, employment or training.

- A Risk of NEET indicator (RONI) has been developed to support the DfE national strategy of raising the participation age. It provides an analysis of the data held by the LA on young people in Year 10, and identifies the characteristics that evidence has shown puts the young person at risk of becoming NEET by age 16. Following a pilot in five secondary schools

during 2011/12 and work with 18 secondary schools in September 2012, the programme is being rolled out to all secondary schools in 2013.

- The LA and CSWP have developed an 'Early Alerts' Referral Form and process. The aim of this early alerts form is to enable all post-16 providers in Warwickshire to notify CSWP whenever a 16-19 year old has dropped out or left their provision and is therefore at risk of becoming NEET. Referrals are made when a young person:
 - Has suddenly left their course and does not plan to return
 - Has not attended their course during the last month and the provider has not been able to contact the young person to identify the reasons why
 - Is thinking of dropping out of their current provision but does not have any future plans

4.0 Next steps

To report progress against the revised 2013/14 target to the Overview & Scrutiny Committee in Spring 2014.

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**Appendix 1: Year 11 Activity Survey 2012 Warwickshire Schools
2nd November 2012**

School	Continuing in Education	Training (non-employed)	Employment	Voluntary & PT Activities	Total positive	NEET	Not known	Total negative	Total
Alcester Academy	134	0	11	0	145	7	0	7	152
Alcester Grammar	90	0	0	0	90	0	0	0	90
Ash Green	118	3	4	0	125	3	7	10	135
Ashlawn	243	0	6	0	249	4	7	11	260
Aylesford	121	0	9	1	131	2	0	2	133
Bilton	164	4	14	0	182	4	0	4	186
Brooke	11	0	0	0	11	0	0	0	11
Campion	84	0	5	0	89	2	0	2	91
Educated at home	18	1	2	2	23	7	9	16	39
Etone	144	1	6	0	151	2	6	8	159
Exhall Grange	16	0	0	1	17	0	0	0	17
Harris	136	1	9	1	147	9	8	17	164
Hartshill	139	3	11	1	154	5	2	7	161
Henley in Arden	103	1	7	0	111	1	2	3	114
Higham Lane	223	5	11	0	239	1	0	1	240
Kenilworth	248	3	10	1	262	5	0	5	267
Kineton	131	1	7	1	140	5	1	6	146
King Edward VI	74	0	0	0	74	0	0	0	74
Kingsbury	111	1	4	1	117	2	2	4	121
Lawrence Sheriff	113	0	0	0	113	0	1	1	114
Myton School	250	1	11	0	262	3	2	5	267
Nicholas Chamberlaine	254	4	31	0	289	6	1	7	296
North Leamington	151	2	8	0	161	5	0	5	166
Oak Wood Secondary	14	0	0	0	14	0	0	0	14
Queen Elizabeth	106	3	9	0	118	5	0	5	123
River House	9	3	4	0	16	3	2	5	21
Round Oak	20	0	0	0	20	0	0	0	20
Rugby High	91	0	0	0	91	0	4	4	95
Shipston	59	0	3	0	62	0	2	2	64
Southam	201	0	17	0	218	5	0	5	223
St Benedicts	100	0	3	0	103	0	1	1	104
St Thomas More	150	2	7	0	159	5	0	5	164
Stratford Upon Avon	193	1	21	3	218	7	3	10	228
Stratford Grammar	74	0	1	0	75	0	0	0	75
Studley	148	0	5	0	153	1	0	1	154
The Avon Valley	195	4	14	2	215	9	0	9	224
The Coleshill	166	1	8	0	175	0	0	0	175
The George Elliot	109	2	7	1	119	1	6	7	126
The Nuneaton Academy	237	6	11	0	254	4	11	15	269
The Polesworth	218	0	11	0	229	3	0	3	232
Trinity	188	0	7	0	195	2	0	2	197
Welcombe Hills	11	0	0	0	11	0	0	0	11
Woodlands	7	1	0	0	8	0	0	0	8

Children and Young People Overview & Scrutiny Committee

3 April 2013

Work Programme 2012-13

Recommendation

To consider the Committee's current work programme, amend as appropriate and put forward any recommendations for Task & Finish Groups for consideration by the Overview & Scrutiny Board.

1.0 Work Programme

The Committee's current work programme is appended to this report.

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Children and Young People Overview & Scrutiny Committee – work programme

Strategy for School Improvement	<ul style="list-style-type: none"> To review the strategy for school improvement following the cessation of SIPs, involving school-to-school support at primary and secondary levels To consider plans for the formation of “school improvement panels” and the promotion of “local leaders of education” 	Sarah Callaghan	NEW	TBC
Local Account for Children, Young People and Family Services	<ul style="list-style-type: none"> To consider the People Group’s annual review of services commissioned and provided for children, young people and families. This will be in line with the annual "local account" produced for adult services, which is public-focused, highlights priorities for the coming year, performance to date and areas for further development. 	Andrew Sharp	NEW	18 June 2013
Transformation of Services for Young People	<ul style="list-style-type: none"> To scrutinise the effect of the transformation programme on outcomes for young people 	Hugh Disley	20 June 2012	18 June 2013
Children’s Centres	<ul style="list-style-type: none"> To consider the commissioning strategy for Warwickshire’s Children’s Centres To forward feedback and recommendations to the decision-maker 	Colin McKenzie	NEW	18 June 2013
Special Educational Needs – reforms	<ul style="list-style-type: none"> To consider the latest progress of the national SEN reforms 	Jessica Nash	6 Nov 2012	18 June 2013
Pupil Premium	<ul style="list-style-type: none"> To assess how the Pupil Premium is being used in schools to raise attainment, looking at examples of best practice 	TBC	NEW	18 June or 3 Sept 2013
Area Behaviour Partnerships	<ul style="list-style-type: none"> To consider how the new arrangements are working, after 12 months of them being full WCC policy To consider how the Committee’s previous concerns, particularly those around Key Stage 3, are being addressed 	Steve Pendleton	6 Nov 2012	3 Sept 2013
Passenger Transport Assistants	<ul style="list-style-type: none"> To consider how the policy is progressing, including financial information on the savings achieved 	Craig Pratt	6 Nov 2012	6 Nov 2013
Warwickshire Safeguarding Children Board (WSCB) – annual report	<ul style="list-style-type: none"> To better understand the function of the WSCB To avoid future duplication of scrutiny activity 		NEW	6 Nov 2013
Warwickshire Education Services (WES) Trading Update	<ul style="list-style-type: none"> To assess the progress of WES To assess the competitiveness of the LA’s offer to schools 	Craig Cusack	30 Jan 2013	Jan 2014

Potential other topics – to be scheduled/requested

Children's health

- Addressing the fragmentation of children's health plans (due to different agencies adopting different processes etc.)
- Ensuring the Quality Accounts process takes account of children's health issues
- Invite the Director of Public Health to present the key challenges for children's health

Role of the Director of Children's Services

- To assess the robustness of arrangements in place for the dual role of the Director of Children's and Adult Services

Provision for young people with Behavioural, Emotional and Social Difficulties (BESD)

- To consider the business case for providing an in-county BESD resource

Briefing notes

Impact of staff reductions

For data on the number and percentage of staff reductions in service areas, and any direct impacts this has had on service delivery

Library and Information Service

For information on how the transformation programme is affecting library usage among young people, especially in areas of deprivation

Scrutiny of Bullying

For information on the Council's current anti-bullying strategy and for statistical data on bullying across the county

Education of Vulnerable Pupils

For an update on the Council's emerging strategy and for statistical data on the numbers of vulnerable children in the county

Information, Advice and Guidance (IAG)

For an update on how schools are fulfilling their responsibilities for IAG

Children and Young People Overview & Scrutiny Committee

Briefing Note

Apprenticeships

1 Introduction

1.1 This note has been produced in response to a request from Overview and Scrutiny Committee for a briefing update outlining the number of apprenticeship opportunities within the County and the work being done with partners and the Local Enterprise Council to increase these. The timing of it is due to the final 2011/12 Apprenticeship data only being released in the last week in February.

2 Background

2.1 An Apprenticeship is a job with an accompanying skills development programme called an Apprenticeship Framework, the frameworks are designed by the Sector Skills Councils (independent, employer-led, UK-wide organisations designed to build a skills system that is driven by employer demand) with business representatives from the relevant industry sectors working with them to develop the course. The framework allows the apprentice to gain technical knowledge and real practical experience along with the functional and personal skills required for their immediate job and future career. These skills are acquired through a mix of learning in the workplace, formal off the job training and the opportunity to practice and embed new skills in a real work context.

2.2 There are currently just over 270 Apprenticeship Frameworks available covering over 2000 job roles. The 3 levels of Apprenticeships are:

Intermediate Apprenticeships - Apprentices work towards work-based learning qualifications such as a Level 2 competence qualification, functional skills and in most cases, a relevant knowledge-based qualification. These provide the skills which apprentices need for their chosen career and allow entry to an Advanced Apprenticeship.

Advanced Apprenticeships - Apprentices work towards work-based learning such as a Level 3 competence qualification, functional skills and in most cases, a relevant knowledge-based qualification. To enter this programme prospective apprentices will normally require at least five GCSEs (grade C or above) or have already completed an Intermediate Apprenticeship.

Higher Apprenticeships - Apprentices undertake a framework at Level 4-7 which will include a competence based qualification, functional skills and in some cases a broader vocationally related knowledge-based academic qualification such as a BTEC Higher National Certificate (Level 4), BTEC Higher National Diploma or Foundation Degree (Level 5), Degree (Level 6) or even a Master's Degree (Level 7). Higher Apprentices will usually have achieved appropriate/relevant A Level

qualifications or an Advanced Apprenticeship. Higher Apprenticeships are increasingly becoming recognised as a membership route to professional organisations such as the Association of Accounting Technician's, Chartered Institute of Personnel and Development etc.

3 Current Position

3.1 At the moment the national Data Service supply us with data based on the apprentices residency as opposed to where the apprenticeship is actually being delivered. Therefore we are reporting on Warwickshire residents irrespective of whether they are undertaking their apprenticeship inside or outside of the County.

Likewise there will be a large number of apprentices employed and working in Warwickshire based companies that we currently do not hold data for as they live outside of Warwickshire. Working with partners through the Local Enterprise Partnership (LEP) and with the Department for Business, Innovation and Skills (DBIS) we are currently trying to rectify this to allow us to have both sets of data. Unfortunately the delivery based data has been bundled by DBIS into the City Deals package – which is not helpful for those Local Authorities who are not part of City Deals.

Apprenticeship data is reported based on the academic year, which runs from 1st August to 31st July. Academic periods relate to calendar months, with period 1 relating to August, period 2 relating to September and so on.

3.2 16-18 year old Apprenticeship Starts

This year Warwickshire has seen a strong performance with another rise in the number of Apprenticeship starts across all age group. 16-18 year old starts are up from 1098 in 2010/11 to 1188 in 2011/12 – an 8.2% year on year growth compared to reductions in our statistical neighbours of 4.4% and nationally 1.4%.

The table overleaf shows starts grouped around specific job roles for 16-18 year old Apprenticeship starts for Warwickshire residents in the last 3 academic years.

Table 1: 16-18 Year old starts by employment role

Framework Name (SASE)	2009-10	2010-11	2011-12
Hospitality and Catering	77	78	141
Business Administration	104	100	123
Hairdressing	126	129	89
Engineering	73	96	83
Children's Care Learning and Development	135	96	77
Customer Service	45	81	70
Vehicle Maintenance and Repair	65	56	59
IT and Telecoms Professionals (inc ICT)	19	72	58
Construction	61	42	57
Industrial Applications	4	0	57
Health and Social Care	32	27	49
Retail	43	31	43
Active Leisure and Learning	40	27	25
Electrotechnical	28	40	25
Sporting Excellence	11	14	24
Mail Services		16	21
MES Plumbing	21	12	21
Accountancy	12	19	20
Horticulture	3	4	17
Warehousing & Storage	9	24	16
Equine Industry	12	25	12
Beauty Therapy	25	8	10
IT User	8	4	9
Engineering Construction	4	5	7
Vehicle Parts Operations	4	9	7
Dental Nursing	5	8	6
Heating, Ventilation, Air Conditioning and Refrigeration	3	3	5
Vehicle Body and Paint Operations	7	8	5

Data Source: The Data Service 2013.

3.3 All Age Apprenticeship Starts

2011/12 was the first year Apprenticeship starts exceeded half a million in an academic year with 520,570 Apprenticeship starts in England. Warwickshire showed a growth of 14.4% from 4095 starts in 2010/11 to 4686 in 2011/12. This is slightly above our statistical neighbours with 10.4% growth and a national growth of 13.9%.

Table 2 overleaf shows the apprenticeship frameworks Warwickshire residents were recruited into in the 2011/12 year.

Table 2: 2011/12 all age starts by framework sector.

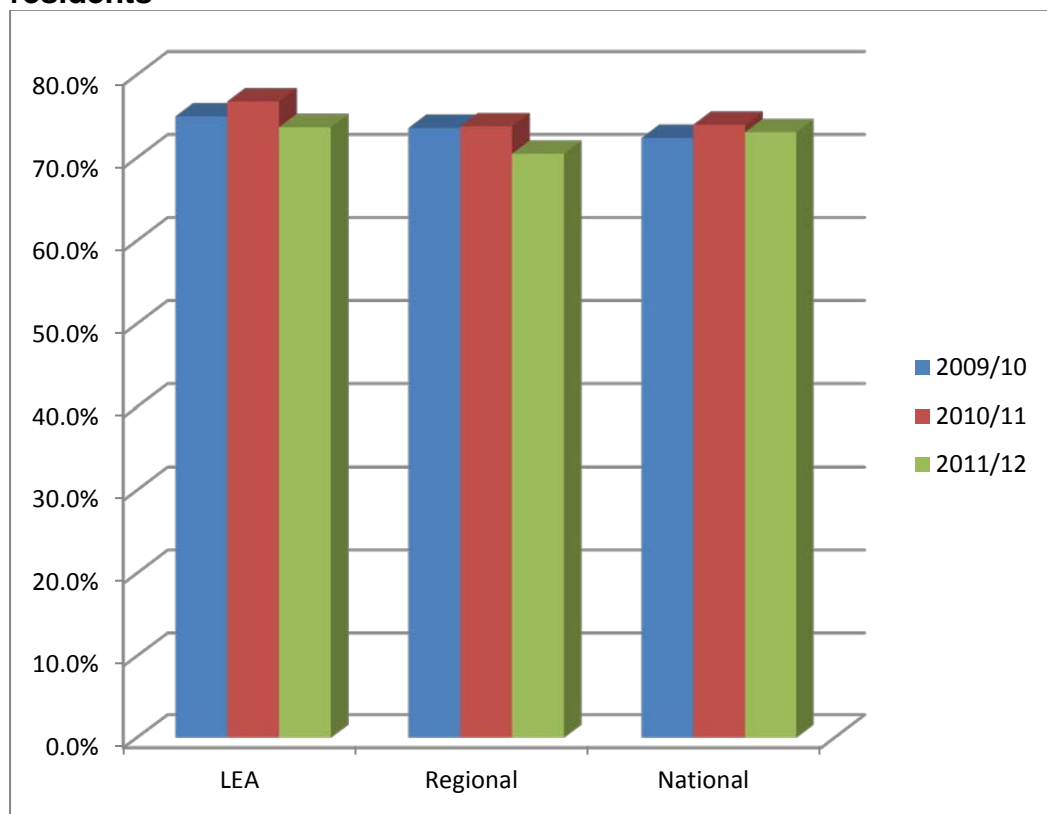
Framework Area	Starts
Business, Administration & Governance	1,466
Adult Social Care /Childcare	661
Hospitality, Leisure, Travel & Tourism	512
Science, Engineering & Manufacturing Technologies	395
Active Leisure, Learning & Well-being	307
Freight Logistics & Wholesale	252
Retail	246

Data Source: The Data Service 2013.

3.4 Apprenticeship Success Rate:

The definition of success rate is the number of apprenticeship frameworks achieved successfully in a time period divided by the total number of frameworks that have finished in the same time period – which will include people leaving for non-academic reasons such as redundancy etc.

Chart 1: Full academic year Apprenticeship success rate for 16-18 year old residents



Data Source: The Data Service 2013.

As can be seen from Chart 1, the success rate has fallen in 2011/12, the National Apprenticeship Service (NAS) are currently investigating this and one of the initial findings is that it is due to the removal of apprenticeship programmes lasting less than 12 months.

3.5 Apprenticeship Vacancies:

From the 2011/12 contract year all providers were contractually required to use the NAS online vacancy system to advertise all new Apprenticeship opportunities.

Vacancies on the system rose in 2011/12 to 1161. This is an increase of 418 when compared to the 743 vacancies on the system in 2010/11 - although some of this rise can be attributed to better use of the online vacancy system.

Applications from 16-18 year old Warwickshire residents through the system are up 10.7% from 3,891 in 2010/11 to 4,309 in 2011/12.

Table 3: Vacancies & Application rates by Sector Subject Area

	Vacancies posted (open to all ages)		Under 19 Applications per Vacancy	
	2010/11 Full Year	2011/12	2010/11 Full Year	2011/12
Agriculture, Horticulture and Animal Care	29	41	5.6	4.4
Arts, Media and Publishing	2	13	17.0	4.2
Business, Administration and Law	202	334	4.3	5.1
Construction, Planning and the Built Environment	30	17	3.3	7.4
Education and Training	1	3	4.0	4.7
Engineering and Manufacturing Technologies	126	246	6.8	4.8
Health, Public Services and Care	79	129	2.7	3.9
Information and Communication Technology	39	44	5.3	8.4
Leisure, Travel and Tourism	103	17	0.3	3.0
Retail and Commercial Enterprise	132	315	2.6	2.4
Science and Mathematics	-	-	-	-
Unknown	-	2	-	4.0

Data Source: The Data Service 2013.

As can be seen in table 3, vacancy growth is healthy with the largest growth areas being Business Admin, Engineering & Manufacturing and Retail & Commercial. Applications are spread across the sectors, with, as might be expected, the highest demand per vacancy being in sectors with less growth or even a reduction in vacancies.

3.6 Apprenticeship Provider Base:

Historically FE colleges and training providers were contracted to deliver Apprenticeships within a geographical area and by specific sectors, they were not allowed to operate outside of the specified area without a contract variation. In the 2010/11 contract year these restrictions were lifted to allow delivery throughout England. This freedom allows providers and colleges to deliver wherever the demand is from employers and to work more effectively with national employers as well as with local small and medium size businesses.

Warwickshire has a historically diverse provider base which is slowly changing. Table 4 below show the change, although the largest 2 providers have remained unchanged others have fluctuated over the years with Stratford College doubling its Apprenticeship starts over the last 12 months to move up to 3rd place whilst others, like JHP and the Midland Group Training Services have reduced their local cohort but are increasing their starts on a National level.

Table 4: 16-18 Starts by Providers

16-18 Starts Highest Providers by volume	Full Year 2010/11	16-18 Starts Highest Providers by volume	2011/12
WARWICKSHIRE COLLEGE, ROYAL LEAMINGTON SPA, RUGBY AND MORETON MORRELL	156	WARWICKSHIRE COLLEGE, ROYAL LEAMINGTON SPA, RUGBY AND MORETON MORRELL	159
NORTH WARWICKSHIRE AND HINCKLEY COLLEGE	85	NORTH WARWICKSHIRE AND HINCKLEY COLLEGE	108
COVENTRY AND WARWICKSHIRE CHAMBERS OF COMMERCE TRAINING LIMITED	72	STRATFORD UPON AVON COLLEGE	83
HEART OF ENGLAND TRAINING LIMITED	70	COVENTRY AND WARWICKSHIRE CHAMBERS OF COMMERCE TRAINING LIMITED	66
JHP GROUP LIMITED	45	HEART OF ENGLAND TRAINING LIMITED	51
MIDLAND GROUP TRAINING SERVICES LIMITED	40	THE ALTERNATIVE HOTEL GROUP LIMITED	45
JTL	31	JHP GROUP LIMITED	34
ZENOS LIMITED	31	BABCOCK TRAINING LIMITED	28
BABCOCK TRAINING LIMITED	30	SOLIHULL COLLEGE	25
STRATFORD UPON AVON COLLEGE	27	LEICESTER COLLEGE	24

Table 5: Breakdown of provider base for 16-18 Warwickshire Starts by Quantity

Number of Learner Starts	Number of Providers/Delivery companies		
	2009-2010	2010-2011	2011-2012
100-149	3	1	2
75-99	1	1	1
50-74	0	2	2
25-49	6	7	4
10-24	7	13	16
5-9	11	15	19
1-4	95	103	106
Total Providers	123	142	150

Data Source: The Data Service 2013.

Table 5 shows the number of contracted providers and companies delivering to Warwickshire residents, it includes FE colleges, training providers and large, often national companies such as National Grid and Seven Trent who hold a direct contract with the Skills Funding Agency to deliver Apprenticeships.

Colleges and Providers are represented nationally by the Association of Training Providers (ATP) there is a sub-regional sub group of the ATP which meets regularly, both Warwickshire County Council and Coventry City Council are members.

4 Activities around Apprenticeships

4.1 Labour Market Information (LMI) to Schools

Work has taken place with colleagues in Economic Development and the Warwickshire Observatory to produce LMI packs for Schools. These will be distributed through school area based workshops involving Schools, IAG/Careers leads and an economic development representative from each of the District Councils. In future years the distribution will be brought forward so the packs are ready for dissemination in September.

4.2 Partnership working

Working in partnership with the National Apprenticeship Service and Coventry City Council, an email has been sent to young people not in education, employment or training (NEET) across the sub region reminding them of what Apprenticeships are and highlighting the current opportunities. The email has also been sent to schools for them to distribute to any potential NEETs they have identified, particularly those considering leaving in or at the end of Year 12.

In collaboration with Coventry City Council we were planning to deliver a sub-regional awards event, originally intended to be held in Spring 2013, but due to operational constraints we are postponing this to a later date. Original date sponsors included the Federation of Small Business, Rugby Borough Council, The Manufacturing Technology Centre and Warwickshire College.

The Higher Education and Training (HEAT) Progression Partnership recently tendered for some STEM (science, technology, engineering, and mathematics) related projects with 2 core priorities of Apprenticeships and Looked After Children. We were heavily involved in this. The tenders have been scored and we are currently in the contract clarification stage with the successful bidders –more details will be available after the clarification process is complete.

4.3 Local Enterprise Partnership (LEP)

The LEP is currently developing an Apprenticeship plan. A wider group has met (with representation from the ATP, Colleges, Coventry City Council (CCC), Warwickshire County Council (WCC), the National Apprenticeship Service (NAS), the Skills Funding Agency (SFA) and the LEP) and delegated the drafting of the plan to representatives from the ATP, CCC and WCC. The final version has been shared with the wider group and is currently with the LEP Executive Delivery Board for approval.

The plan is very much focused on the LEP priority areas of intelligent mobility, advanced engineering, low carbon vehicles and digital technology as opposed to becoming an all-encompassing sub regional plan. Later in the year the LEP must produce a wider skills plan of which this Apprenticeship Plan will form the core.

4.4 City Deals

The sub regions application – ‘Re-engineering Engineering’ was approved to go to negotiation over the next few months to allow the bid to be developed. The bid for a City Deal focuses on addressing both the immediate skills shortage in engineering across the sub region and on future demand. This includes all levels of skills training and education, including Traineeships, Apprenticeships and Degrees involving a diverse provider base that includes Schools, Colleges, Providers and Universities.

4.5 Going for Growth

The Council is currently developing an Apprenticeship Hub which will provide an on-line resource for employers and young people to find out more about apprenticeships. This will be staffed by a Manager and Officer on a 2 year secondment from April 2013 up until March 2015, the Manager has been recruited and the Officer role is being advertised with interviews taking place w/c 18th March.

The initial website is in place and guidance/promotional literature being designed. Over the forthcoming months the website will be further developed to make it more active.

The other role of the Apprenticeship Hub is the co-ordination of the Councils own Apprenticeship programme. We have now recruited 11 apprentices to work within the Council, 3 within the Resources Group and the remainder within the Communities Group. Under Going for Growth it's planned that this number will expand to recruit 50 apprentices over the next 3 years. We are aiming to target recruitment at the 16-18 cohort.

Longer term it would be ideal to develop the Councils Work Experience programme, Traineeships and Apprenticeships (Including Higher Apprenticeships) to ensure they are complimentary of each other with potential progression routes between them.

The Council is also holding ‘Warwickshire Expo’, planned for 21st and 22nd March. The first day of which is a careers event with aim of connecting young people, employers and training providers.

5 Issues

5.1 The creation of the Apprenticeship Hub brings the Councils Apprenticeship work under one lead. The Hub will report into a project board of Heads of Service from all 3 Groups. The Hub has the potential to really increase the number of Apprenticeship starts within Warwickshire.

5.2 In relation to Looked after Children, there is no formal tracking of LAC against the unsuccessful apprenticeship vacancy data we receive from NAS at present – The aim is to require the IAG provider to report on this as part of their tracking of all young people.

6 Future Developments

6.1 Traineeships

A national programme of Traineeships will start in September 2013. The government released a discussion paper in January 2013 which the LA responded to and which took into consideration views from across all 3 corporate groups.

The Traineeship programme will offer young people (16-24) the opportunity to undertake a substantial work placement and work skills training, alongside support to improve their English and maths. Depending on the young person's needs, a range of other support and flexible training may be offered to help them develop their skills and progress quickly onto an Apprenticeship or secure other employment. Deliverable by any School, College or Provider who currently contracts with the Education Funding Agency or holds a Skills Funding Agency Adult Skills Budget contract Traineeships will be a useful tool in getting young people into Apprenticeships and employment.

6.2 Apprenticeship Funding

From September 2013 the government will no longer fund Apprenticeships for adults over 24 years old. 16-18 year olds will continue to be 100% funded for the delivery of the Apprenticeship and 19-24 year olds 50%. However, the government recently commissioned the entrepreneur Doug Richard to carry out an independent review on Apprenticeships. One of the core recommendations from this review was to move all Apprenticeship funding into the tax system so the employer pays providers directly for Apprenticeship training. Tax credits, or other forms of government incentives, will then be given to employers as a way to contribute to the overall training costs.

Whilst this method is welcomed by the Confederation of British Industry and by the University and College Union it will have a major impact on the provider base as training providers are currently structured to deliver training at no or little cost to the employer. The move to a business model based on negotiated individual contracts with employers and operates on a 100% commercial basis could destabilise a number of providers.

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