



Coventry City Council

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### **Education and Children's Services Scrutiny Board (2)**

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#### **Time and Date**

10.00 am on Thursday, 28th November, 2019

#### **Place**

City Campus Boardroom, Coventry College, 50 Swanswell Street, Coventry, CV1 5DG

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#### **Public Business**

1. **Apologies and Substitutions**
2. **Declarations of Interests**
3. **Minutes** (Pages 3 - 6)
  - a) To agree the minutes of the meeting held on 3<sup>rd</sup> October, 2019
  - b) Matters Arising
4. **Children's Services Improvement** (Pages 7 - 10)  
Briefing Note of the Deputy Chief Executive (People)
5. **Early Years** (Pages 11 - 28)  
Briefing Note of the Deputy Chief Executive (People)
6. **Post 16 Transitions and Young People who are Not participating in Education, Employment and Training (NEET).** (Pages 29 - 36)  
Briefing Note of the Deputy Chief Executive (People)
7. **Work Programme** (Pages 37 - 40)  
Briefing Note of the Scrutiny Co-ordinator
8. **Any Other Business**  
Any other items of business which the Chair decides to take as matters of urgency because of the special circumstances involved.

#### **Private Business**

Nil

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Martin Yardley, Executive Director, Place, Council House Coventry

Wednesday, 20 November 2019

Notes: 1) The person to contact about the agenda and documents for this meeting is Michelle Rose, Governance Services, Council House, Coventry, telephone 7683 3111, alternatively information about this meeting can be obtained from the following web link: <http://moderngov.coventry.gov.uk>

2) Council Members who are not able to attend the meeting should notify Michelle Rose as soon as possible and no later than 9.00 a.m. on 28<sup>th</sup> November, 2019 giving their reasons for absence and the name of the Council Member (if any) who will be attending the meeting as their substitute.

3) Scrutiny Board Members who have an interest in any report to this meeting, but who are not Members of this Scrutiny Board, have been invited to notify the Chair by 12 noon on the day before the meeting that they wish to speak on a particular item. The Member must indicate to the Chair their reason for wishing to speak and the issue(s) they wish to raise.

Membership: Councillors P Akhtar, J Blundell, B Gittins (By Invitation), S Hanson (Co-opted Member), K Jones (By Invitation), B Kaur, L Kelly, J Lepoidevin, G Lloyd, K Maton (By Invitation), K Sandhu (Chair), P Seaman (By Invitation), R Thay and C Thomas

Please note: a hearing loop is available in the committee rooms

If you require a British Sign Language interpreter for this meeting OR if you would like this information in another format or language please contact us.

**Lara Knight/Michelle Rose**

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**Coventry City Council**  
**Minutes of the Meeting of Education and Children's Services Scrutiny Board (2)**  
**held at 10.00 am on Thursday, 3 October 2019**

Present:

Members: Councillor K Sandhu (Chair)  
Councillor P Akhtar  
Councillor J Clifford (substitute for Councillor B Kaur)  
Councillor J Lepoidevin  
Councillor G Lloyd  
Councillor P Male  
Councillor C Miks (substitute for Councillor L Kelly)  
Councillor R Thay  
Councillor C Thomas

Co-Opted Members: Mrs K Jones

Cabinet Member: Councillor P Seaman (Cabinet Member for Children and Young People)

Employees (by Directorate):

People J Gregg, P Smith, L Walsh  
Place G Holmes, M Rose

Invited: M Rose – Adoption Central England (ACE)

Apologies: Councillors B Kaur and L Kelly  
S Hanson

## **Public Business**

### **17. Declarations of Interests**

There were no disclosable pecuniary interests.

### **18. Minutes**

The minutes of the meeting held on 19th September, 2019 were approved.

Further to minute 13/19 'SEND update' information had not yet been received. Further to minute 14/19 'Education Performance' the link to the previous report had been circulated. Further to minute 15/19 'Work Programme' Cllr Sandhu would follow up further signs of safety training

### **19. Adoption Service Annual Report**

Further to minute 5/18 the Scrutiny Board considered a briefing note of the Deputy Chief Executive (People) which provided an update on the changes to the

Adoption Service in Coventry. Appended to the briefing note were the following documents:

- Appendix 1 – Annual Report of the Adoption Service 2018-2019
- Appendix 2 – Adoption Central England (ACE) Annual Report 2018-2019
- Appendix 3 – ACE Adoption Panel Chair's Annual Report

The establishing of a Regional Adoption Agency was previously considered on 21<sup>st</sup> June, 2018 and the Board requested that this item be further considered following an operating period to identify outcomes from the new arrangements. The Annual Adoption Report documented the adoption activity in Children's Services for the year 2018/19. This included a report of the activity of the Regional Adoption Agency of which Coventry City Council was now a part of. The Adoption Regulations required the executive to scrutinise the work of the adoption service each year.

Coventry became part of a Regional Adoption Agency on 1<sup>st</sup> February 2018. The Agency was a shared services arrangement in partnership with four other local authorities. Currently the hosts of the Regional Adoption Agency were Warwickshire County Council. An Annual Adoption Report was required by regulation and had been written jointly between staff from Coventry City Council Children's Services and the Regional Adoption Agency. It documented the progress of adoption in the city for the year 2018/19.

The Board welcomed Melissa Rose representing ACE at the meeting.

The Board questioned the Cabinet Member for Children and Young People, officers and ACE on the following:

- Key areas of progress and challenges
- Decisions at court
- Placing children outside Coventry
- Qualifications and practices including Therapeutic Parenting
- Workforce
- Consistency for children
- Performance
- Social Worker Case Loads
- Responsibility and accountability
- Equality, diversity and inclusiveness of the Panel and Adopters
- Financial implications
- Relationships with regional partners and potential increased membership
- Exit interviews
- Support for Birth parents through partnership working and charities such as Pause

The Cabinet Member noted the positive progress that had been made over the first 18 months and the importance of the role of Corporate Parents. Officers also referred to a strong start at working together as a region noting the benefits of increased choice for suitable matches, less bureaucracy and the innovative recruitment of ACE. An area of improvement that officers felt was particularly important was improvements in placing complex adoptions.

ACE were also pleased with partners working together and discussed the importance of training and how it supported adopters to understand behaviours.

Further information was requested including:

- A glossary of acronyms
- An enquiry to Warwickshire regarding their policy on zero hours contracts
- ACE to further report on their work with support to birth parents following adoption
- The next annual report to contain information about the equality, diversity and inclusiveness of the Panel members and adopters

**RESOLVED that**

- 1) the Scrutiny Board note the briefing note and thank all those who support adoption in Coventry**
- 2) request that the Chair give further consideration to how Scrutiny could review partnership working opportunities to support birth mothers following the adoption of their children**

**20. Children's Services Improvement**

The Scrutiny Board considered a briefing note of the Deputy Chief Executive (People) which provided an update on progress with Children's Services improvement reported to the Continuous Improvement Executive Group on 12 August 2019. The next Continuous Improvement Executive Group would be held on 22nd October 2019.

The Continuous Improvement Executive Group would ensure tighter focus on continuous improvement and Ofsted preparation. The impact of performance would be managed and monitored by the group. This was an interim measure before returning to business as usual in accordance with the revised arrangements for Children's Safeguarding, and subject to satisfactory inspection by September 2020. At this time the Executive Group would cease, oversight and monitoring would be transferred to Coventry Safeguarding Children's Partnership. Improvement Board members fully supported the revised arrangements and membership of the group.

The Leader of the Council and the Chief Executive continued to give public commitment that Children's Services remained a key priority for the Council. This included prioritising funding for Children's Services to maintain its capacity to improve. The Council, alongside partner organisations continued a relentless focus on securing improvements in services for children, young people and families to ensure they were safeguarded and achieve positive outcomes.

The next standard Inspection of Children's Services was likely to be between September 2019 and September 2020.

The report noted progress with the following:

- Children's Services Redesign
- Workforce
- Recording Workshops
- Back to Basics Programme
- Family Drug and Alcohol Courts (FDAC)

- Performance Progress
- Sustaining Continuous Improvement

The Board questioned the Cabinet Member and officers on the following:

- Improving information contained in case files
- Drug and Alcohol Court financial constraints
- Recording improvements
- Social workers
- Nomination for social worker academy award

The Chair informed the Board that she had now been invited to attend the Continuous Improvement Board.

Officers discussed training and the benefits of a less transient workforce. The valuable work carried out at the Family Drug and Alcohol Court in order to keep families together was highlighted and officers were also thankful for cross-party support they received.

The Cabinet Member for Children and Young People encouraged members of the Board to talk to Social Workers.

**RESOLVED that the Scrutiny Board noted the briefing note and requested that an opportunity to speak to Social Workers be arranged.**

21. **Work Programme**

The Scrutiny Board noted the work programme and the possibility of a venue change for the next meeting.

22. **Any Other Business**

There were no other items of business.

(Meeting closed at 12.05 pm)



Coventry City Council

## Briefing note

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**To: Education and Children's Services Scrutiny Board (2)**

**28 November 2019**

**Subject: Children's Services Improvement**

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### **1 Purpose of the Note**

- 1.1 To inform the Education and Children's Services Scrutiny Board (2) of the progress with Children's Services improvement reported to the Continuous Improvement Executive Group on 22 October 2019. The next Continuous Improvement Executive Group will be held on 19 December 2019.

### **2 Recommendations**

- 2.1 The Education and Children's Scrutiny Board (2) are recommended to:
- 1) To note the current progress
  - 2) Identify any areas the Board may want to look at in more detail
  - 3) Identify any further recommendations for the appropriate Cabinet Member

### **3 Information/Background**

- 3.1 Ofsted re-inspected Children's Services on 6<sup>th</sup> - 30<sup>th</sup> March 2017, the outcome of the inspection was published on 13<sup>th</sup> June 2017, Children's Services were judged as "requires improvement to be good". Services for Children are no longer inadequate.
- 3.2 The Department for Education (DfE) removed Children's Services from intervention on 13 June 2017, the service is no longer subject to an improvement notice. Supervision and support have been provided by the DfE up to June 2018. This has now ended.
- 3.3 A report on the future arrangements for continuing and sustaining improvements in Coventry was presented by the Independent Chair and the Director of Children's Services at Improvement Board on 3 October 2018. It was agreed that the Children's Services Improvement Board is replaced by a Continuous Improvement Executive Group to retain political and corporate oversight of Children's Services Continuous Improvement.
- 3.4 The Continuous Improvement Executive Group will ensure tighter focus on continuous improvement and Ofsted preparation. The impact of performance will be managed and monitored by the group. This is an interim measure before returning to business as usual in accordance with the revised arrangements for Children's Safeguarding, and subject to satisfactory inspection by September 2020. At this time the Executive Group would cease and oversight transferred to Coventry Safeguarding Children's Partnership and monitored as business as usual. Board members fully supported the revised arrangements and membership of the group.
- 3.5 The Leader of the Council and the Chief Executive continue to give public commitment that Children's Services remains a key priority for the Council. This includes prioritising funding for Children's Services to maintain its capacity to improve. The Council, alongside partner

organisations continue a relentless focus on securing improvements in services for children, young people and families to ensure they are safeguarded and achieve positive outcomes.

- 3.6 Ofsted's revised framework includes focused visits to local authorities who are judged to be 'requires improvement' the first visit was held on 30-31 January 2018. The visit focused on the Multi Agency Safeguarding Hub (MASH). The letter confirming the outcome of the visit was published on 22 February 2018.
- 3.7 The Ofsted Annual Conversation with regional representatives is undertaken each year, this took place on 14<sup>th</sup> February 2019. The meeting is part of a broader meeting covering education and early years.
- 3.8 A further focused visit was held on 26-27 February 2019. The visit focused on permanency planning and achieving permanency. The letter confirming the outcome of the visit was published on 21<sup>st</sup> March 2019. The next standard Inspection of Children's Services is likely to be between September 2019 and September 2020.

#### **4 Children's Services Continuous Improvement Progress**

- 4.1 The Continuous Improvement Executive Group will continue to provide oversight at pace for development that needs to improve over the next twelve months.

#### **5 Children's Services Strategic Plan Journey to Excellence 2019-2022**

- 5.1 The updated Children's Services Strategic Plan Journey to Excellence 2019-2022, was finalised and approved at the Continuous Improvement Executive Group on 22 October 2019. The plan includes the transformation and improvement priorities, a revised vision and the Children's Services improvement journey demonstrating achievement from 2013 to 2019.
- 5.2 The Continuous Improvement plan has been embedded into the plan. The plan outlines the improvement actions the service will be taking over the next 12 months, progress against these actions will be reported to future Executive Group meetings.
- 5.3 The Strategic Plan was published on 7<sup>th</sup> November 2019 the link to the council website page is below:

Website link is: <https://www.coventry.gov.uk/childrenservicesstrategicplan>

#### **6 Performance Board**

- 6.1 A Children's Services Performance Board has been established to focus on core performance data and understand areas of performance that require improvement.
- 6.2 The Children Services Performance Board will oversee performance monitoring progress and be responsible for;
  - To ensure performing reporting parameters are correct and understood by all relevant teams (both in terms of performance measurement, timeliness & schedule of dates for performance reporting).
  - Undertaking detailed scrutiny of performance reports to ensure they are meeting expected improvement trends,
  - Undertake detailed scrutiny of issues relating to statutory reports including data quality and outliers;
  - Monitoring the progress of improvement plans, where poor performance has been identified, and report back to senior officers on progress
  - More broadly review performance reporting arrangements across the directorate, ensuring they are meeting the needs of services and teams that require performance information.
  - To consider any themes which may be arising so areas of concern can be addressed or prevented in a timely manner.



- 6.3 The first meeting was held on 28<sup>th</sup> October 2019. Meetings will be undertaken on a monthly basis. Progress will be reported to the Children's Services Continuous Improvement Executive Group.
- 6.4 Executive Group members were reassured that performance glitches have been unblocked and critical performance indicators are highlighting improvement in the right direction. The Performance board will focus closely on core performance indicators and report progress to the Executive group.

## **7 Quality Assurance Framework**

- 7.1 The quality assurance and continuous improvement framework articulates how Coventry City Council Children's Services manages and measures quality. Improving the consistency in the quality of work improves outcomes for Coventry's children. This supports the development of a culture that expects and values high standards that improve the quality of service to users and carers. These aspirations and standards drive up expectations, improve learning and strengthen outcomes and impact.
- 7.2 Children's Services have introduced monthly QA visits. The first visit took place in October. The senior leadership team and lead member visited 5 social work teams to talk to social workers, review case files, undertake dip sampling and observe practice. Visits will be held once a month to review and improve practice.
- 7.3 The QAF schedule was shared with Executive group members to highlight audit activity taking place monthly. The audit schedule includes case file audits/themed audits/observations/dip sampling across all the service areas. Work in Commissioning and Service Performance Reviews and work in YOS were also identified.

## **8 Social Work Academy**

- 8.1 The Social Work Academy has successfully recruited and supported 29 Children and Families Social Workers to complete their first 6 months in employment. During the time in the academy Newly Qualified Social Workers have undertaken a range of learning and professional development programmes. This includes developing and enhancing their core skills and knowledge, and resilience.
- 8.2 A total of 48 have commenced the Academy, with a further 8 commencing in November, this brings the total to 56 who have commenced since July 2018.
- 8.3 The Social Work Academy has been shortlisted as a finalist in the Guardian Public Service awards under the category of workforce development. This is following recognition for the work that has been undertaken to support the newly qualified social workers in the early years of their professional development and transition from university to become practice ready. The award also recognises the work on the progression scheme and recruitment and retention.

## **9 Workforce**

- 9.1 The review of business services has been concluded and staff transferring from business services have formed a newly created service area and have fully integrated within Children's Services from 1<sup>st</sup> October 2019. The new service will be known as 'The Professional Support Service', the experience and professionalism the service will bring is key to our continued improvement journey.
- 9.2 The Social Worker of the Year Awards recognise and celebrate the achievements of social workers, promote social work and incentivise individuals and teams in the social work profession to achieve excellence. The Through Care Service have been nominated for their innovative work including the TV documentary superkids and the development of the local

offer. The awards will be held in London in November where the winners will be announced.

## **10 Partnership Working**

- 10.1 The recent SEND inspection had been a good opportunity to work across the partnership in the same way the service will approach the forthcoming Inspection of Children's Services.
- 10.2 A Scrutiny Board 2 Task and Finish Group has been established to review partnership engagement and working in Children's Services. The group will review 'How are partner agencies contributing to multi agency work to effectively protect children'
- 10.3 A visit has been arranged for members of Scrutiny Board 2 (Education and Children's Services) to visit Children's Services at Broadgate House. The purpose of the visit is to provide members with an understanding of the services provided by Children's Services. This will be held on 27<sup>th</sup> November 2019.

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Coventry City Council

## Briefing note

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**To: Education and Children's Services Scrutiny Board**

**Date: 28<sup>th</sup> November 2019**

**Subject: Early Years**

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### **1 Purpose of the briefing note**

1.1 To update members on the following:

- 'School Readiness' / Good Level of Development
- Ofsted profile and current performance
- Uptake of places
- Family engagement in learning
- Partnership working

### **2 Recommendations**

2.1 The Education and Children's Services Scrutiny Board (2) are recommended to:

- 1) Consider the information provided to comment and/or raise questions.
- 2) Identify any recommendations for the Cabinet Member for Education and Skills.

### **3 Information/Background**

#### **4 'School Readiness'**

4.1 School readiness is measured by a child's achievement of the 'Good Level of Development' at the end of the reception year of statutory schooling.

4.2 This measure determines how prepared a child is to succeed in Key Stage 1 cognitively, physically, emotionally and socially. It is assessed through the Early Years Foundation Stage Framework (EYFSF) which considers children's development against 17 Early Learning Goals (ELGs).

4.3 Children achieve a 'Good Level of Development' if they reach at least the 'expected level' for each goal within the areas of: communication and language; physical development; personal, social and emotional development; literacy and mathematics.

4.4 It should be noted that the arrangements for assessment in the early years are changing. A new 'baseline assessment' is being piloted. In addition, revisions to the early learning goals will change what is measured at the end of reception. This is likely to start at the beginning of the 2021 academic year, after a national consultation on the proposed changes. We are aware of 27 Coventry schools who are undertaking the pilot which is providing a strong insight into future changes and allowing schools to reflect upon and manage these ahead of time.

## 5 Ofsted Profile






### Ofsted Inspection Grades for Registered Childcare providers in Coventry, June 2019

Type of provider	No inspected	No. & % achieving 'Outstanding'	No. & % achieving 'Good'	No. & % achieving 'Requires Improvement' or Satisfactory	No. & % achieving 'Inadequate'
Childcare on non-domestic premises: 114	97	19 20%	72 74%	6 6%	0 0%
Childminders: Providers on domestic premises 249	212	23 11%	177 55%	11 83%	1 0.4%
Overall city total: 364	310	42 13.5%	250 81%	17 5%	1 0.5%
<b>National outcomes:</b> <i>(% are rounded and may not sum to 100)</i>		<b>20%</b>	<b>76%</b>	<b>4%</b>	<b>1%</b>
<b>Commentary</b>					
<ul style="list-style-type: none"> <li>In Coventry the overall effectiveness of active Early Years registered providers at their most recent inspection largely tracks in line with that seen nationally,</li> <li>There are 364 registered providers of early years education in the city (preschools, private day nurseries and child minders). Overall, inspection outcomes are above the national figure for providers with a 'good' judgement, but below national for those with an outstanding grade. Looking at types of early years provider, childminders do not do as well as pre-schools and day nurseries.</li> <li>The Local Authority Statutory duty for early years states LA early years teams can intervene when a grade is requires improvement or below. There is also a duty to offer access to support, guidance and training.</li> </ul>					

## 6 Performance

### EARLY YEARS FOUNDATION STAGE PROFILE

Good Level of Development	2017	2018	2019	Trend
Coventry	<b>66.1%</b>	<b>67.8%</b>	<b>69.0%</b>	Upward
National	71%	71.5%	71.8%	Upward
LA ranking	<b>132</b>	<b>132</b>	<b>124</b>	Upward
Stat neighbour (SN) average and ranking	68% 7 <sup>th</sup>	68.8% 7 <sup>th</sup>	69.0% 6 <sup>th</sup>	Above SN average Improved from 7 <sup>th</sup> to 6 <sup>th</sup> position
<b>Commentary</b>				
<ul style="list-style-type: none"> <li>Coventry has continued to improve against this measure and in 2019 the improvement is at a faster rate than national (1.2pppts compared to 0.3pppts).</li> </ul>				

PERFORMANCE of VULNERABLE GROUPS					
Phase	Measure	2018 (national)	2019 (national)	2018 to 2019 comparison	Gap with national
<b>EYFS</b> <b>% Good level of Development</b>  <b>Coventry average All children 69%</b>  <b>National average for 'ALL' children 71.8%</b>	Disadvantaged – Advantaged	<b>55.1%</b> (57.2%)	<b>55%</b> (56.5)		Narrowed by 0.6%
	BME % of NoR	<b>65.8%</b> (68.9%)	<b>66.7%</b> (69.0%)		Narrowed by 1.2%
	SEN support	<b>26.5%</b> (27.6%)	<b>24.6%</b> (28.5%)		Widened by 2.8%
	EHC plan	<b>1.8%</b> (4.8%)	<b>0%</b> (4.5%)		Widened by 1.5%
	White British boys & disadvantaged	<b>43.1%</b> (47.3%)	<b>47.5%</b> (47.1%)		Narrowed by 4.6 % and now above national

### Commentary

- Amongst children in receipt of free school meals (disadvantaged), 55% achieve a good level of development. The gap between disadvantaged and 'ALL other' children in Coventry is 16%. The gap between disadvantaged children in Coventry and 'ALL' other children nationally is 19.3%.
- Children classified as BME or not 'white british' achieve slightly below their peers (ALL) but the gap has narrowed in 2019 by 1.2%.
- The gap has narrowed at a faster rate than national for White British boys who are also disadvantaged
- Gaps have increased slightly for pupils with SEND
- In 2018/19 there were 12 children who are 'looked after'. The figure for those achieving the good level of development is 26%, a decrease of 18% points on 2018 when it was 44%. The small cohort size distorts data.
- Girls do better than boys, 74.4% compared to 63.8%. However, they are still lower than the national average at 78.4% and with a larger gender gap – 13.5 percentage points.
- In 2019, 64.0% pupils with EAL achieved GLD compared to 66.6% of nationally. Within this group 29.3% were also disadvantaged, compared to national figure of 15% (14.3% difference)

Percentage achieving a Good Level of Development by Family Hub 2019	
OOO (reside outside Coventry)	80.7%
Aspire Family Hub: St Michaels	72.5%
Families for All Hub: Foleshill	66.0%
Harmony Hub: St Michaels	63.4%
Mosaic Family Hub: Westwood	73.0%
Park Edge Family Hub: Henley	63.3%
Pathways Family Hub: Radford	68.9%
The Moat Family Hub: Henley	70.2%
Wood Side Family Hub: Binley & Willenhall	66.8%
<b>Average</b>	<b>68.8%</b>

## 7 Uptake of places

### 7.1 Two-year-old funded places

7.2 Sufficient access to high-quality early education is the starting point for firm foundations. The Early Years' Service has worked with the early years sector and Family Hubs, focussing on the areas with the lowest uptake to improve the number of children accessing a funded two-year-old place. Improved participation rates for 2-year olds can be seen as a result with an 11% increase in uptake from Spring 2017 to Spring 2019.

**Spring 2017: 67%, Spring 2018: 70%, Spring 2019: 78% Current: Autumn 2019: 72%**

7.3 Details on the location of Family Hubs can be found in Appendix 1

### 7.4 Improved uptake of 30 hours places

7.5 Between Spring 2018 and Spring 2019, there was a 14% increase in the take up of 30-hour places. This has been achieved by working closely with childcare providers and schools, to support the creation of various models of delivery and facilitating partnership working between providers.

### The percentage of children living in each family hub area who accessed a free early learning place in Coventry between 2018 and 2019

#### Estimated % in provision

Summer term	Eligible 2-year olds		3-year olds		4-year olds		3- & 4-year olds		Eligible 2, 3- & 4-year olds	
	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019
Aspire	61%	69%	76%	85%	92%	84%	84%	84%	80%	83%
Families for All	62%	57%	78%	78%	92%	87%	85%	83%	80%	78%
Harmony	57%	72%	70%	80%	87%	88%	78%	84%	74%	82%
Mosaic	76%	85%	81%	86%	89%	93%	85%	90%	84%	89%
Park Edge	56%	85%	82%	83%	91%	102%	86%	92%	80%	91%
Pathways	72%	71%	80%	87%	93%	97%	86%	92%	84%	89%
The Moat	64%	62%	81%	93%	94%	108%	88%	101%	84%	95%
Wood Side	75%	81%	79%	86%	96%	98%	88%	92%	85%	90%
<b>Total</b>	<b>65%</b>	<b>72%</b>	<b>79%</b>	<b>85%</b>	<b>92%</b>	<b>95%</b>	<b>85%</b>	<b>90%</b>	<b>82%</b>	<b>88%</b>

#### Commentary

- The percentage of eligible 2, 3- and 4-year olds living in each family hub area who accessed a free early learning place in Coventry between 2018 and 2019 has improved by 6% points from 82% to 88% for all eligible 2, 3- & 4-year olds (final column).
- The rates have increased in 7 out of the 8 family hub areas for all eligible 2, 3- & 4-year olds.
- For two-year olds uptake has increased in 5/8 hubs.
- For 3- & 4-year olds uptake has increased or been maintained in 7/8 hubs.

**8 Family engagement in learning**

- 8.1 To create partnerships that improve outcomes for children, families and local communities it is important to move beyond positive involvement with families to gain their committed engagement. In striving for family engagement, professionals need to listen to what parents think, dream, and worry about. The goal of family engagement is not to serve clients but to gain partners, this requires a detailed understanding of family’s contexts and barriers.
- 8.2 The 2018 – 2023 Coventry parenting strategy outlines the context for our city. (pages 13 – 14).
- 8.3 Coventry’s population is 352,911 and children and young people make up approximately 25.04% (88,372) of the population.
- 8.4 According to the Indices of Multiple Deprivation Coventry is in the most deprived fifth of all local authorities in England. Some wards in Coventry are among the most deprived in the country. Deprivation is linked with poorer outcomes for children and, therefore, the challenge to improve health and wellbeing for children in Coventry is significant. Additionally, the evidence is clear that the first two years of life is a critical period for child development and in Coventry, areas with the highest population levels of 0-2 years correlate with the higher levels of deprivation.
- 8.5 The Migrant Health Needs Assessment identifies that over 100 languages are spoken in Coventry and 9% of households do not have a single person within the home who speaks English as a first language
- 8.6 There are relatively more households with dependent children in Foleshill – and in particular, one in 10 children in that ward are aged under five. Radford, Henley, Holbrook and Longford wards are also noted to have higher populations of children aged under five and the wards with higher populations of under five years tend to be in those wards with higher levels of deprivation.
- 8.7 Domestic abuse, mental health illness and substance misuse are significant issues for some Coventry parents, which impacts on their children. Approximately 1 in 6 people in Coventry are estimated to be affected by a common mental health condition at any one time. This means many children will grow up with a parent who at some point will experience poor mental health, which can negatively impact on outcomes for children and families.
- 8.8 The barriers for parents to be able to engage in their childrens learning in Coventry include, but are not limited to:

Self-esteem / Stigma	Negative experience of school or authority	Teenage parents	Literacy skills & language barriers	Poor health / disability
More pressing priorities: debt, lack of food, inadequate housing	Mental health illness and substance misuse	Cultural perceptions	Lack of opportunity or information	Don’t understand the importance

- 8.9 Family engagement is important in the early years. When children are provided with a range of learning opportunities at home, their cognitive, language and social development are all improved. The Home Learning Environment, often called the ‘HLE’ can have up to twice the size the effect of attending early years education settings.
- 8.10 The most effective systems are seen when early years practitioners provide parents with help concerning home experiences that can promote children’s learning.
- 8.11 To some extent, good quality early education can compensate for inadequacies in the child’s home learning environment. However, children are more successful when the

home learning environment and the early childhood education provided are supportive of the child's development.

- 8.12 In early years there is a direct link between the quality of practice and education received and the level of qualification held by the practitioners, with not surprisingly graduate led provision securing the best outcomes. In Coventry, in 2019 the percentage of 2,3- and 4-year olds accessing early education where a graduate leads practice is 38%, compared to an England figure of 52%. This may be an underlying barrier to increasing the proportion of children who achieve a good level of development.

## **9 Partnership working**

- 9.1 We provide an integrated approach to service delivery from conception to five working across a range of services and partnerships using evidence-based approaches to help children and families to succeed. This includes consideration of:

- The need for multi-agency teams with common goals to provide responsive, consistent advice to families on aspects relating to childcare, health, social welfare, training and employment. Individuals within these teams will understand the local community context and ensure that planned services meet individual needs (*Health, Public Health, Early Help, Childrens Social Care, Family Hubs Early Years Quality and Business support, Early Years SEND*)
- Outreach services to support local families with additional needs and access to information (Family Information Directory)  
<https://cid.coventry.gov.uk/kb5/coventry/directory/family.page?familychannel=0>
- Development of programmes to engage more parents and carers in their children's learning
- A framework of training opportunities for practitioners. This is important because the qualification base of practitioners is in decline. The 2018 Education Policy Institute report indicated the proportion of childcare workers studying towards a higher qualification had fallen from 22.7 per cent in 2008 to 17.2 per cent in 2013 and to 14.9 per cent in 2018. (EPI 2018:3-4).

- 9.2 More information on Partnership working can be found at Appendix

- 9.3 No single strategy or approach will improve outcomes for children in the early years, but we do know that getting it right from the start is imperative, particularly for disadvantaged children. This group of children are less likely to be successful in school. They are more likely to have health problems and are at a greater risk of engaging in crime and other problem behaviour later in life. Their family structure is less able to provide a nurturing environment due to competing factors including family dysfunction, mental health, abuse and poverty. Gaps in achievement can now be determined at age 4 and children never catch up.

**Report Authors:** Amanda King (Strategic Lead Early Years), Juliet Silverton (Head of Education Improvement and Standards 0-19)

**Report to:** Kirston Nelson: Director of Education and Skills



## Appendix 1: Family Hub Areas



### 1. Pathways Family Hub

Radford Primary School Lawrence Saunders Rd, Coventry CV6 1HD Tel: 024 7678 8444

### 2. Mosaic Family Hub

Jardine Crescent, Coventry CV4 9PL Tel: 024 7678 7801

### 3. Aspire Family Hub

Gosford Park Primary School Humber Rd, Coventry CV1 2SF Tel: 024 7678 8489

### 4. Wood Side Family Hub

Middle Ride, Coventry CV3 3GN Tel: 024 7678 8430

### 5. The Moat Family Hub

Moat House Primary School Deedmore Road, Coventry CV2 1EQ Tel: 024 7678 5621

### 6. Park Edge Family Hub

Roseberry Avenue, Coventry CV2 1NE Tel: 024 7678 6868

### 7. Families For All Hub

454 Foleshill Rd, Coventry CV6 5LB Tel: 024 7678 5575

### 8. Harmony Hub

Clifton St, Coventry CV1 5GR Tel: 024 7678 7474

Appendix 2: Examples of Partnership Working

Area	Activity	Partners
<p><b>Improving outcomes for all children</b></p>	<p><b>Early Years Briefing sessions</b> provide updates, signposting and access to sharing good practice for reception and nursery teachers / EYFS leads</p> <p><b>Early Years Newsletter - accessible to all practitioners:</b>  <a href="https://www.coventry.gov.uk/info/39/nurseries_and_childcare/3289/early_years_newsletters">https://www.coventry.gov.uk/info/39/nurseries_and_childcare/3289/early_years_newsletters</a></p> <p><b>Monitoring visits</b> to private and voluntary sector providers with a requires improvement or below Ofsted grade and for those new providers who have not yet been inspected. Action plans are implemented with a clear accountability process</p> <p>Early Years Strategic Lead (0.5 fte secondment) provides support for Schools and Early Years more widely in response. Ofsted reports are monitored and those with a requires improvement judgement access ongoing support. Over 30 different schools have accessed support</p> <p>The Coventry Early Years Workforce Development Programme provides access to training, planned in relation to need and emerging themes from Ofsted Inspections:  <a href="https://www.coventry.gov.uk/info/39/nurseries_and_childcare/3455/workforce_development_for_early_years_and_childcare_providers">https://www.coventry.gov.uk/info/39/nurseries_and_childcare/3455/workforce_development_for_early_years_and_childcare_providers</a></p>	<p><b>SEND Early Years</b> Early Help Schools Early Years Providers Education Improvement &amp; Standards team Early Years Service</p>
<p><b>Improving outcomes for disadvantaged children</b></p>	<p><b>Sustained shared thinking and emotional well-being audits</b> 11 Schools supported. This project looked closely at the provision and practitioner interactions for disadvantaged groups</p> <p><b>Together we can project</b> The portage team delivers a parent support group, in partnership with Health visitors from the Foleshill Families for All Hub. This supports the parents of children aged 18 months to 4 years with developmental delay. The assessment group provides structured play experiences to enhance development. This is at an early stage of evaluation but is evidencing impact.</p> <p><b>Support for children with special educational needs at an earlier stage</b> In Coventry, unlike many other Local Authorities, 2-year old attending 15 hours early education with a SEND need can also access 'inclusion grant' to support them in the early years setting. In the last 12 months 52 children have been funded</p>	<p><b>Schools</b> Portage Health Visiting Family Hubs</p>
<p><b>Focus on Looked after Children</b></p>	<p>15 hours funded education is available for 2-year olds who reside in families that meet certain financial criteria. It is also available to:</p> <ul style="list-style-type: none"> <li>Children who are looked after by Coventry City Council (for example by a Foster Carer)</li> <li>Has left care under a special guardianship order, child arrangements order or adoption order.</li> </ul> <p><b>'Theraplay' training:</b> March 2018 to March 2019</p> <p>The aim of this training is to introduce ideas and techniques to help children who are struggling to feel settled, connected and calm. This training was funded through the Looked After Children in Education team</p> <p>57 people trained in total</p> <ul style="list-style-type: none"> <li>10 Childminders</li> <li>23 Day Nurseries and Pre-schools</li> </ul>	<p>Early Years Service Early Years Providers Schools Social Workers Early Years SEND Health Looked After Children in Education team</p>

	<ul style="list-style-type: none"> <li>• 1 Nursery School (Hillfields)</li> </ul> <p>Further training is planned for Autumn 19 / Spring 2020, via liaison with LAC Team to identify providers.</p> <p><b>Attachment and Trauma</b> Spring 2018 attended by approximately 40 providers across the City.</p> <p>Wellcomm speech and language training offered each term, relating to the 'Together at Two Review'.</p>	
<b>Family engagement and support for home learning</b>	<p><b>Adult Education Service</b></p> <p>This service offers bespoke courses within schools, Family Hubs and community venues to provide adults with the skills and knowledge they need to support their child's learning and development. The provision is free.</p> <p>In 2018/2019, Coventry Family Learning delivered 30 courses focussed on supporting the development of children in the early years.</p> <p>In total, there were 558 parents who enrolled onto Family Learning courses throughout the year, many of whom attended more than one course</p>	<p><b>Adult Education</b></p> <p><b>Schools</b></p> <p><b>Settings</b></p>
<b>Transitions and School Readiness</b>	<p><b>School Readiness – a shared and consistent view and expectations</b></p> <p>A group of partners and professionals will meet on 28.11.19 to look at developing a shared understanding of school readiness, the barriers for children from different groups and how to develop strategies and documentation to benefit everyone who works in early years</p> <p><b>School Network Project:</b> 3 of the 8 School networks are engaging in a project with support from the early years strategic lead improve transition into school and develop closer partnership working with their feeder early years providers</p> <p><b>Transitions Conference</b></p> <p>The 2020 Transitions conference will build on the success of work last year by including an early years workshop.</p>	<p><b>Schools</b></p> <p>Early Years Providers</p> <p>Health visitors</p> <p>Public Health</p> <p>Early Help / Family Hubs</p> <p><b>SEND Early Years</b></p> <p>Education Improvement &amp; Standards team</p> <p>Early Years Service</p>

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# Scrutiny Board 2



## Early Years Thursday 28 November 2019

**Kirston Nelson – Director of Education and Skills**

## School Readiness

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- *Confident, Articulate*
- *Empowered, Independent*
- *Resourceful, Ambitious*
- *Inspired, Tenacious*
- *Flexible, Caring*
- *Excited, Creative*
- *Responsive, Active*
- *Happy*



School readiness is measured by a child's achievement of the 'Good Level of Development' at the end of the reception year of statutory schooling.

This measure determines how prepared a child is to succeed in Key Stage 1 cognitively, physically, emotionally and socially.

It is assessed through the Early Years Foundation Stage Framework (EYFSF) which considers children's development against 17 Early Learning Goals (ELGs).

Children achieve a 'Good Level of Development' if they reach at least the 'expected level' for each goal within the areas of:

***Communication and Language; Physical Development; Personal, Social and Emotional Development; Literacy and Mathematics.***

# What works?

- Addressing multiple causes of educational underperformance for disadvantaged children
- Supporting both parent and child and help parents to better engage with children's development
- Provide stimulating and high-quality Early Childhood Education combined with delivery by **well-qualified individuals**
- Active screening and monitoring of children's progress can improve long-term outcomes for disadvantaged children

**Early Intervention Foundation Teaching**, pedagogy and practice in early years childcare:  
an evidence review August 2018

# What works?

Page 24

The quality of preschool is critical for longer-term beneficial effects – ideal systems combine quality, affordability and accessibility

- The home learning environment can have an even greater impact on child development, but it is harder to influence.
- The best outcomes are when the home learning environment and high quality early childhood education and care are all supportive of the child's development
- The impact of early childhood education and care on improved wellbeing
- In addition:
  - Language rich learning at home
  - Leadership that focuses on closing the gap
  - Family engagement and aspiration
  - Qualification base of practitioners



# Barriers in Coventry

- Coventry is in the most deprived fifth of all local authorities in England, some wards among most deprived in the country
- Low starting points on entry with language deprivation
- 100 languages are spoken in Coventry, 9% of households do not have a single person within the home who speaks English as a first language
- Workforce development and quality practice/staff turnover
- Uptake of places for eligible two year olds in 2019 ranges from 57% - 85%
- The numbers of practitioners with the expected level of qualification is in decline nationally
- Improved qualifications is critical to the quality of early years education. Many are not undertaking further training:

***Percentage of 2, 3 and 4 yr olds in funded early education at providers with staff with graduate status in 2019***

Coventry	SN	West Mids	National
38%	50.5%	50%	52%

# Next steps

- Workforce development
- School readiness work with Public Health
- Transition Project with Coventry schools
- Early Years redesign with a focus on educational outcomes
- 50 things to do before you're 5 – an approach to family engagement in learning

**Thank you**

**Any Questions?**

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## Briefing note

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**To: Education and Children's Services Scrutiny Board**

**Date 28 November 2019**

**Subject: Post-16 Transition and NEETs**

### 1 Purpose of the Note

1.1 To update members on:

- Definition of NEET;
- Partnership working with Prospects to support young people's transition;
- Employment support for young people;
- Coventry's performance of post-16 young people who are not participating in education, employment and training (NEET).

### 2 Recommendations

2.1 The Education and Children's Services Scrutiny Board (2) are recommended to:

- 1) Consider the information in the briefing note and comment and/or raise questions.
- 2) Identify any recommendations for Councillor Maton, Cabinet Member for Education and Skills.

### 3 Information/Background

#### 3.1 Definition of NEET

3.2 The term NEET refers to the group of 16- and 17-year olds who have left school and are not engaged in any form of further education, employment or training, this includes those who are actively seeking help via other agencies. Whilst many young people are NEET for a relatively short period, there are others; especially more disadvantaged young people, who struggle to progress to sustainable education, employment or training. The young people who populate this group can join or leave at any time; therefore the figures can change on a daily basis. A young person may be in the NEET group for a few days or several months depending on their circumstances.

3.3 The term 'activity not known' refers to young people aged 16 and 17 who are believed to be resident in the area but whose current activity is not known, this can be due to the following:

- the young person cannot be contacted (e.g. may have moved out of area or abroad);
- the young person refuses to disclose.

3.4 Young people whose activity has not been confirmed within a set time period are also recorded as 'activity not known'.

3.5 In 2016 the DfE changed the definition of NEET to **include** those young people whose activity is not known. It changed the age range to 16- and 17-year olds rather than 16 to 18-year olds and the period for which the average figures are based, from November, December

and January to December, January and February. Three-month averages provide a more robust assessment of year-on-year performance.

- 3.6 The DfE introduced a new headline measure in 2016 which combines the proportion of young people who are NEET with the proportion of young people whose activity is 'not known' (the new definition of NEET).
- 3.7 Local Authorities are required to collect and report to the Department for Education (DfE) the following information about a young person's post-16 activity on a monthly basis:
- basic information about young people in their area (name and address)
  - their needs and characteristics (gender, ethnic group, disability, care leaver)
  - their post-16 plans (intended destination, September Guarantee offers)
  - their current activity and when it was last confirmed (i.e. education, apprenticeship, employment combined with study, training).

#### **4 Partnership working with Prospects to support young people's transition**

- 4.1 Local Authorities (LAs) have a critical role to play in supporting young people to access education and training and therefore in understanding the characteristics and current activity of the young people in their area. The government provides the framework to increase post-16 participation and reduce the proportion of young people who are not in education, employment or training (NEET). However, responsibility and accountability for delivery lies with local authorities.
- 4.2 In 2015 Coventry City Council and Warwickshire County Council ran a joint procurement exercise for the delivery of the service which is currently supplied by a single provider for both LAs but with separate contracts for each authority. Prospects won the tender and a contract was awarded for 4 years on a 2+2 model (2016-2018 and 2018-2020). This contract is due to finish on 31 March 2020.
- 4.3 The service aims are to;
- keep young people in education and/or training and prevent them from becoming NEET;
  - significantly contribute to increasing the participation of 16-18-year olds and raising awareness of local labour market opportunities;
  - raise aspirations and set high expectations of young people who are NEET;
  - link to the local authority planning and data collection for the Department for Education (DFE);
  - link with National Careers Service providers, NEET delivery providers and JobCentre Plus.
- 4.3 The current specification requirements include joint working arrangements with Through Care, SEND & Specialist Services and the Youth Offending Service.
- 4.4 In Coventry Prospects deliver services at outreach locations including the Coventry Job Shop, Valley House, The Foyer and Key2. Prospects Advisers will also always arrange to see a young person at a convenient local venue if they cannot get to any of the regular venues. Services are also delivered to young people attending mainstream secondary schools, special schools and colleges. Prospects managers network with key stakeholders and are members of a range of local planning meetings aiming to support the integration of the services delivered by the contract with other Council services, eg Ambition Coventry.
- 4.5 Young people are referred through the following routes:
- self-referral;
  - referral from an education setting, eg school, college, training provider;

- referral from a range of professionals working with young people;
  - referral from parents/carers.
- 4.6 Young people are allocated to a named Prospects Careers Adviser within two weeks of being identified as NEET. This ensures continuity for the young person and enables a positive relationship to be developed. The Adviser can get to know the young person and their specific support requirements and can measure progress over time.
- 4.7 Young people recorded as 'activity not known' and those whose destinations are due to expire in the month ahead are allocated a Prospects Adviser according to the ward area in which they live. This provides efficiency and the benefit of local knowledge if home visits are necessary.
- 4.8 Joint home visits take place with social workers, personal advisers, YOS Case Managers, Key 2 support workers and specialist careers advisers.
- 4.9 An interview room at New Union Street (Prospects' Office) is used for appointments with young people, parents/carers and other professionals. It provides an alternative meeting place for young people who suffer from anxiety and who may be uncomfortable in the busy setting of the Job Shop. Where young people lack the confidence, motivation or means to travel into the city centre, meetings take place at their home, a café or local community venue, eg Family Hubs.
- 4.10 Prospects Advisers accompany young people to interviews, taster sessions and course inductions. For example, to Adult Education, Coventry College, Coventry City Council Apprenticeship Team, CWT, MGTS, Hereward College, Hitz, Aspire 2 Be, Positive Youth Foundation. Advisers can support with preparation and help reduce anxiety. They help to allay fears over travelling and locating the venue as well as ensuring attendance and supporting the young person to reflect on their experience. Travel training has taken place with several young people to help them access specific opportunities and to teach them about attendance and punctuality to help secure and sustain a positive destination.
- 4.11 Prospects Advisers contribute when necessary to Child in Need meetings with young people, family members and relevant professionals. Young people are signposted for support with mental health issues and housing and welfare/benefits as they are more likely to engage in career planning if other issues/barriers have been addressed/overcome.
- 4.12 **Teen parents:** meetings with teen parents are generally at home and often jointly with other professionals who have an established relationship. Many teen parents are reluctant to engage with services following previous negative experiences and feelings of being judged. They state that their immediate focus is on caring for their child and are (often) not ready to consider education or training opportunities. Much work is done around identifying transferable skills and providing support to build confidence and self-esteem so that longer term goals can be developed. Meetings also take place in child-friendly community venues, eg Family Hubs.
- 4.13 **Young offenders:** Prospects attend YOS management meetings and YODOC multi-agency meetings with the Probation Service, police, health and housing organisations. Prospects contribute to Personal Education Plans, case planning meetings, case reviews and early release reviews. Joint home visits take place with YOS Case Managers and social workers. Young people have attended group recruitment sessions for Hitz at Coventry YOS and young people have been supported to attend interviews at Coventry College.
- 4.14 **LAC/Care Leavers:** Prospects Advisers are involved in and contribute to Personal Education Plans, LAC reviews, housing reviews, core group conferences, cluster meetings and strategy meetings with other professionals. Joint working takes place with supported accommodation providers and home visits are carried out jointly with social workers, personal advisers and housing support workers. Prospects attend inter-agency meetings with Through Care, the Virtual School, Adult Education and the Council's Apprenticeship and Early Careers Team.

4.15 **SEND:** All school leavers with an EHC Plan are followed up to ensure they have an offer of learning, wherever possible. A full range of follow-up activity including meetings in schools, home visits, and telephone and email liaison with families and providers. Young people without an offer are referred to the Council's EHC Plan Co-ordinators to agree next steps. Prospects Advisers have identified limited provision for young people with complex SEN (particularly mental health and behavioural difficulties) who are not able to manage in a mainstream college setting. Where appropriate young people are supported to BBO and Ambition Coventry.

## **5 Employment support for young people**

5.1 Coventry City Council utilises grant funding via the European Social Fund (ESF) and Youth Employment Initiative funding (YEI) and applies the European Structural and Investment Funds (ESIF) programme priorities to increase the City's labour market participation, promote social inclusion, and develop the skills of the potential and existing workforce.

5.2 The Council delivers this via 'Ambition Coventry', which provides an opportunity to draw together skills and expertise from six delivery partners across the city; whose aims are to significantly reduce youth unemployment in the City and support marginalised groups of young people, including: care leavers, lone parents, young people with convictions, ethnic minorities, young people with disabilities or health problems and those living in areas of high deprivation.

5.3 Prospects Services are one of Ambition Coventry's identified delivery partners and are therefore able to provide enhanced support for young people they work with.

5.4 Ambition Coventry works with anyone aged between 16 and 29 who lives in Coventry and is not in any form of employment, education or training (NEET).

5.5 Ambition Coventry supports young people with:

- self-development and confidence building
- careers advice
- 1-2-1 support
- training and qualifications
- work experience and paid placements
- traineeships and apprenticeships
- business start-up support.

5.6 Ambition Coventry's partnerships provide a unique opportunity to draw together skills and expertise from specialist organisations across the city so that young people can easily access the support they need and get tailored support to help them access employment, education or training.

## **6 Performance**

6.1 The DfE published the 2018/19 Local Authority NEET and Not Known figures on 20 June 2019:

<https://www.gov.uk/government/publications/neet-and-participation-local-authority-figures#history>

6.2 The NEET group is made up of young people who are not participating in education, employment or training but who are available to the labour market and those young people who are not currently available to the labour market (for example because of illness, caring responsibilities, pregnancy or parenting responsibilities). The cohort size is based on residency rather than the place of education or training.



Annual NEET and Not Known rates (3-month average – Dec, Jan & Feb)	2017 (16-17 year olds)			2018 (16-17 year olds)			2019 (16-17 year olds)		
	Com- bined figure	NEET	Not Known	Com- bined figure	NEET	Not Known	Com- bined figure	NEET	Not Known
Coventry	<b>6.8</b>	3.1	3.7	<b>5.4</b>	3.5	1.9	<b>5.4</b>	3.3	2.1
England	<b>6.0</b>	2.8	3.2	<b>6.0</b>	2.7	3.3	<b>5.5</b>	2.6	2.9
Stat neighbours	<b>7.1</b>	3.6	3.5	<b>7.9</b>	3.5	4.4	<b>6.7</b>	3.5	3.3
West Midlands	<b>7.3</b>	2.7	4.6	<b>6.4</b>	2.4	4.0	<b>5.3</b>	2.4	3.0

**Commentary**

- Coventry's performance has continued to improve over the last three years and the 2019 combined figure of **5.4%** remains **below (better than)** both national and our statistical neighbours.

2019 Annual NEET and Not Known rate by:  <b>ACADEMIC AGE</b>	Cohort known to the LA  (West Midlands and national in brackets)	Proportion of young people who are NEET and Not Known  (West Midlands and national in brackets)	Estimated number of young people who are NEET and Not Known  (West Midlands and national in brackets)
<b>Coventry age 16 and 17</b>	<b>7,130</b>	<b>5.4%</b>	<b>390</b>
(West Midlands / National)	(123,320 / 1,119,100)	(5.3% / 5.5%)	(6,590 / 61,830)
<b>Coventry age 16</b>	<b>3,500</b>	<b>3.3%</b>	<b>120</b>
(West Midlands / National)	(61,810 / 554,670)	(3.3% / 3.6%)	(2,030 / 19,980)
<b>Coventry age 17</b>	<b>3,630</b>	<b>7.4%</b>	<b>270</b>
(West Midlands / National)	(61,510 / 564,430)	(7.4% / 7.4%)	(4,560 / 41,850)

**Commentary**

- The NEET figure is higher at age 16 than at age 17 in Coventry, the West Midlands and nationally.
- During 2018-2019, **120** Coventry young people aged 16 were NEET compared to **270** young people aged 17.

.....continued overleaf

2019 Annual NEET and Not Known rate by: <b>GENDER</b>	Proportion of males and females who are NEET and Not Known	Estimated number of males and females who are NEET and Not Known
<b>Coventry Males</b>	<b>7.2%</b>	<b>210</b>
(West Midlands / National)	(6.3% / 6.3%)	(3,820 / 35,350)
<b>Coventry Females</b>	<b>4.5%</b>	<b>130</b>
(West Midlands / National)	(4.5% / 4.8%)	(2,630 / 25,850)

**Commentary**

- The number of 16/17 year old males who are NEET is higher than the number of 16/17 year old females in Coventry, the West Midlands and nationally.
- The proportion of 16/17 year old males who are NEET in Coventry is higher at 7.2% than in the West Midlands (6.3%) and nationally (6.3%).
- The proportion of 16/17 year old females who are NEET in Coventry is the same as in the West Midlands (4.5%) and lower than nationally (4.8%).

2019 Annual NEET and Not Known rate by: <b>SEND</b>	with SEND (EHCP or statement)		with SEN support		without SEND (no EHCP or statement, no SEN support)	
	Number of 16-17 year olds known to LA	% 16-17-year olds recorded as NEET or not known	Number of 16-17-year olds known to LA <sup>1</sup>	% 16-17-year olds recorded as NEET or not known	Number of 16-17 year olds known to LA <sup>1</sup>	% 16-17-year olds recorded as NEET or not known
<b>Coventry</b>	<b>300</b>	<b>11.3%</b>	Not published	<b>25.0%</b>	<b>6,820</b>	<b>5.1%</b>
England	43,310	9.2%	47,030	9.2%	1,028,760	5.2%
West Midlands	4,690	7.8%	3,980	7.3%	114,640	5.2%

**Commentary**

- The proportion of 16/17 year old young people with an EHCP or statement who are NEET in Coventry is higher at 11.3% than nationally (9.2%) and in the West Midlands (7.8%).

2019 Annual NEET and Not Known rate by:  ETHNIC GROUP	White		Mixed race		Black or black British		Asian or Asian British		Chinese		Other	
	Number of 16/17 year olds known to LA	% 16-17-year olds recorded as NEET or not known	Number of 16/17 year olds known to LA	% 16-17-year olds recorded as NEET or not known	Number of 16/17 year olds known to LA	% 16-17-year olds recorded as NEET or not known	Number of 16/17 year olds known to LA	% 16-17-year olds recorded as NEET or not known	Number of 16/17 year olds known to LA	% 16-17-year olds recorded as NEET or not known	Number of 16/17 year olds known to LA	% 16-17-year olds recorded as NEET or not known
<b>Coventry</b>	<b>3,590</b>	<b>7.0%</b>	<b>290</b>	<b>8.8%</b>	<b>460</b>	<b>4.1%</b>	<b>1,050</b>	<b>1.9%</b>	<b>10</b>	<b>5.4%</b>	<b>70</b>	<b>7.0%</b>
England	743,000	5.8%	43,160	6.2%	50,950	4.5%	99,920	3.0%	3,510	2.2%	18,980	5.1%
West Midlands	75,120	5.6%	4,540	7.9%	3,650	6.0%	14,190	4.2%	250	2.6%	1,650	6.7%

### Commentary

- The proportion of 16/17 old white, mixed race, Chinese and 'other' ethnic group young people in Coventry who are NEET is **higher** than in England and the West Midlands.
- The proportion of 16/17 year old Black/Black British and Asian/Asian British young people in Coventry who are NEET is **lower** than in England and the West Midlands.

**Kirston Nelson, Director Education and Skills  
People Directorate**

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Please see page 2 onwards for background to items

<b>20<sup>th</sup> June 2019</b>
Introduction to the Education and Skills Service Introduction to Children's Services
<b>18<sup>th</sup> July 2019</b>
Children's Services Improvement – Continuous Improvement Board report
<b>19<sup>th</sup> September 2019</b>
SEND update Education Performance
<b>3<sup>rd</sup> October 2019</b>
Adoption Annual Report Children's Services Continuous Improvement Board report – 12 August
<b>28<sup>th</sup> November 2019 at Coventry College</b>
Early Years/ school readiness Post 16 transition and NEETS Children's Services Continuous Improvement Board report 22 October
<b>9<sup>th</sup> January 2020</b>
Early Help Hubs Library Review Children's Services Continuous Improvement Board report 19 December
<b>13<sup>th</sup> February 2020</b>
Children Missing Education School Performance Information – validated data
<b>19<sup>th</sup> March 2020</b>
Retention of Social Workers – progress on recommendations Children's Services Continuous Improvement Board report 25 February
<b>2<sup>nd</sup> April 2020</b>
<b>Date to be decided</b>
Education, Sport, and Participation Strategy Secure Provision Serious Case Review Children's Service Executive Group CAMHS One Strategic Plan Partnership working Task and Finish Group Unregulated Children's Homes Parenting Strategy
<b>2020/21</b>
Education Performance – Autumn 2020 Adoption Service Annual Report

<b>Date</b>	<b>Title</b>	<b>Detail</b>	<b>Cabinet Member/ Lead Officer</b>
<b>20<sup>th</sup> June 2019</b>	Introduction to the Education and Skills Service	An overview of the services provided to enable Members to identify work programme items for the coming year	Kirston Nelson Cllr Maton
	Introduction to Children's Services	An overview of services provided to enable Members to identify work programme items for the coming year	John Gregg Cllr Seaman
<b>18<sup>th</sup> July 2019</b>	Children's Services Improvement – Continuous Improvement Board report	An updated improvement plan for next period reported to the Continuous Improvement Board from 23 <sup>rd</sup> May 19 – identifying actions across the 3 priority areas – the report will set the scene for the year and identify other issues for the Board.	John Gregg Cllr Seaman
<b>19<sup>th</sup> September 2019</b>	SEND update	An overview of the joint inspection with Ofsted and CQC of services for children with special educational needs and disabilities.	Kirston Nelson Jeanette Essex Cllr Maton
	Education Performance	A summary of initial results from 2018/19	Kirston Nelson Cllr Maton
<b>3<sup>rd</sup> October 2019</b>	Adoption Annual Report	As requested at their meeting on 21 <sup>st</sup> June to provide a further progress report, along with some facts and figures on the current position with adoption	Paul Smith Cllr Seaman
	Children's Services Continuous Improvement Board report – 12 August	To report on the information presented to the Children's Services Continuous Improvement Board report at their meeting on the 12 <sup>th</sup> August	
<b>28<sup>th</sup> November 2019 at Coventry College</b>	Early Years/ school readiness	How both education and early help hubs are supporting school readiness	Kirston Nelson/ John Gregg
	Post 16 transition and NEETS	To look at higher and further education destinations, support to NEETS and	Kirston Nelson Cllr Maton

SB2 Work Programme 2019-20

<b>Date</b>	<b>Title</b>	<b>Detail</b>	<b>Cabinet Member/ Lead Officer</b>
	Children's Services Continuous Improvement Board report 22 October	To report on the information presented to the Children's Services Continuous Improvement Board report at their meetings on the 22 October	John Gregg Cllr Seaman
<b>9<sup>th</sup> January 2020</b>	Early Help Hubs	To cover the recommendations made at the meeting on 14 <sup>th</sup> February 2019 – the dashboard to include those over 19 using the service	John Gregg/ Rebecca Wilshire Cllr Seaman
	Library Review	Members requested to consider a report to the Cabinet Member 3 months after implementation on lone working in libraries	Peter Barnett Cllr Maton
	Children's Services Continuous Improvement Board report 19 December	To report on the information presented to the Children's Services Continuous Improvement Board report at their meeting on the 19 December	John Gregg Cllr Seaman
<b>13<sup>th</sup> February 2020</b>	Children Missing Education	To include children excluded, at risk of exclusion and home schooled	Kirston Nelson Cllr Maton
	School Performance Information – validated data	A report on school performance data using validated data, including LAC and vulnerable groups, as well as gender analysis	Sara Mills Kirston Nelson Cllr Maton
<b>19<sup>th</sup> March 2020</b>	Retention of Social Workers – progress on recommendations	Following up on progress on the recommendations from the T&F group on retention of social workers made by SB2 29 <sup>th</sup> March 2018	John Gregg Lee Pardy-McLaughlin Cllr Seaman
	Children's Services Continuous Improvement Board report 25 February	To report on the information presented to the Children's Services Continuous Improvement Board report at their meeting on the 25 February	
<b>2<sup>nd</sup> April 2020</b>			
<b>Date to be decided</b>	Education, Sport, and Participation Strategy	Following their meeting on 6 <sup>th</sup> September 2018, Members requested further information on the draft strategy	Sarah Mills Cllr Maton

<b>Date</b>	<b>Title</b>	<b>Detail</b>	<b>Cabinet Member/ Lead Officer</b>
	Secure Provision	To look in more detail at the provision of secure placements and custody for young people across the region including those arrested and not bailed.	John Gregg
	Serious Case Review	To consider progress on recommendations from a recent SCR	Rebekah Eaves
	Children's Service Executive Group	Regular progress reports to be received by the Board after every Executive Group meeting	John Gregg
	CAMHS	A 12 month follow up report on progress requested at the meeting on 4 <sup>th</sup> April 2019 as a joint meeting with SB5	John Gregg
	One Strategic Plan	To consider any Cabinet Reports on the One Strategic Plan	Kirston Nelson Cllr Maton
	Criminal Exploitation of Children (Gangs and Knife Crime) Youth Offending Service/Youth Justice Support for Ofsted	To look at partnership work on preventing violent crime, including police panels, education, children's services, public health, police and schools	Key partners Cllr Maton
	Partnership working Task and Finish Group	To look at more detail at how partners are working together on to protect children and young people	Cllr Sandhu John Gregg External partners
	Unregulated Children's Homes		
	Parenting Strategy	Following on from last years progress report	Sue Frossell
<b>2020/21</b>	Education Performance – Autumn 2020	A summary of initial results from 2019/20 – to include benchmarking information from previous years	Kirston Nelson
	Adoption Service Annual Report	Annual report – including information about the diversity of the adoption panel and adopters as well as support to birth mothers after their children have been adopted	Cllr Seaman Paul Smith