



Education and Children's Services Scrutiny Board (2)

Time and Date

10.00 am on Thursday, 6 July, 2023

Place

Diamond Room 1 and 2, Council House, Coventry

Public Business

1. **Apologies and Substitutions**
2. **Declarations of Interests**
3. **Minutes** (Pages 3 - 10)
 - a) To agree the minutes of the meeting held on 20th April 2023
 - b) Matters Arising
4. **Overview of Services - Education and Children's Social Care** (Pages 11 - 54)

Briefing Note of the Chief Legal Officer
5. **Apprenticeship Provision** (Pages 55 - 64)

Briefing Note of the Director of Business, Investment and Culture
6. **Work Programme and Outstanding Issues** (Pages 65 - 72)

Briefing Note of the Chief Legal Officer
7. **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

Julie Newman, Chief Legal Officer, Council House, Coventry

Wednesday, 28 June 2023

Note: The person to contact about the agenda and documents for this meeting is Thomas Robinson Email: thomas.robinson@coventry.gov.uk

Membership: Councillors J Blundell, S Keough, T Khan, R Lancaster, A Masih, S Nazir, E M Reeves, CE Thomas (Chair) and A Tucker

Co-opted Members: S Hanson, D Jackson and G Vohra

By invitation Councillors A Jobbar, K Sandhu, P Seaman

Public Access

Any member of the public who would like to attend the meeting in person is encouraged to contact the officer below in advance of the meeting regarding arrangements for public attendance. A guide to attending public meeting can be found here: <https://www.coventry.gov.uk/publicAttendanceMeetings>

Thomas Robinson

Email: thomas.robinson@coventry.gov.uk

Coventry City Council
Minutes of the Meeting of Education and Children's Services Scrutiny Board (2)
held at 3.00 pm on Thursday, 20 April 2023

Present:

Members: Councillor J Innes (Chair)
 Councillor P Akhtar
 Councillor J Blundell
 Councillor S Keough
 Councillor R Thay
 Councillor CE Thomas
 Councillor A Tucker

Co-Opted Members: Mrs S Hanson

Employees (by
Directorate):

Law and Governance G Holmes, U Patel, T Robinson

Service, Libraries and
Migration P Barnett (Head of Service Libraries and Migration)

By Invitation: Community Managed Libraries
 S Vickery, J Rudbridge, L Winter, A Fox

 Summer Reading Team
 D Lloyd, C Robinson, A Brown

Apologies: Councillors A Masih and K Sandhu (Cabinet Member for
 Education and Skills), Mr G Vohra (Co-opted Member)

Public Business

31. Declarations of Interests

There were no disclosable pecuniary interests.

32. Minutes

The minutes of the meeting held on 16 March 2023 were agreed and signed as a true record.

Matters Arising

Further to Minute 21 and 26, the Board noted that a response had not yet been received from the Secretary of State with regard to the financial position schools are in. This would be followed up.

33. **Community Managed Libraries in Coventry**

The Board considered a Briefing Note of the Head of Service, Libraries and Migration which provided some brief background information and an update on the development of community managed libraries in the city.

The briefing note highlighted how the City Council introduced the Connecting Communities programme in 2015/16 and this included a range of changes to Library Services along with changes to various other Council services based in localities. One of the key aspects of the libraries' elements of the Connecting Communities programme was the clear intention of the Council to try wherever possible to avoid libraries closing permanently to local communities. The creation of three community managed libraries was a key part of the successful delivery of this intention.

As the Council worked on the implementation of the Connecting Communities programme officers reviewed the pattern of approaches taken by other local authorities who had also attempted similar exercises in protecting much valued community assets whilst reducing budgets in response to wider financial challenges. It became clear that the key issue in successfully delivering community managed libraries was the strength of the organisations and the maintenance of some support to these organisations post library transfer.

During the course of 2018/19 the Council successfully managed the transfer of management of the following three former Council libraries:

- Cheylesmore Library – transferred to Cheylesmore Community Centre
- Earlsdon Library – transferred to Earlsdon Carnegie Community Library (ECCL)
- Finham Library – transferred to Finham Library Action Group (FLAG)

The transfers were delivered in a managed way with considerable dialogue between the Council and the new community organisations. Many different Council services were involved and each library transfer followed a slightly different path, but the Library Service developed and maintained very close liaison with the new partners.

Whilst each of the three community managed libraries have developed in interesting and innovative ways, the Council has worked in partnership to ensure that each library continues to offer:

- Free Internet / PC access to Coventry residents through open access PCs (and ebooks / e-audiobooks) provided by the Council (and supported by CCC ICT), plus online resources.
- A limited range of both children and adults Library Service book stock to any local resident who is a member of the Library Service, and access the wider stock via reservations etc. Often this stock is supplemented by the different partners own stock.
- Provision for printing / scanning etc at reasonable cost to local residents.

Representatives of each of the libraries were present at the meeting and shared their experiences with the Board including the successes and challenges faced in providing these much-valued community resources. Key things the Board were made aware of were:

- **Cheylesmore Library**

Cheylesmore library is now fully integrated into the Cheylesmore Community Centre, with a distinct group of volunteers who work with the Centre to ensure that Cheylesmore residents continue to have access to library services. The Council provided a transition grant to support building work to facilitate better access to the library and create more flexibility in the use of bookable space in the Centre. The Centre building is held on a lease by the Community Association from the Council.

- **Earlsdon Library**

The grant provided to support the transition of Earlsdon library has resulted in an impressive re-configuration of a large section of the space to create a multi-use area facilitating events and other related activities. The library has a large cohort of volunteers which has needed to be constantly refreshed and has good connections into the Earlsdon community. The library is currently held on a short term lease by ECCL from the Council.

- **Finham Library**

The development of Finham Library has been positively supported by the local community in the Finham area with FLAG choosing to use the transition grant to create a Community Library and Café on the Green. The range of events and activities taking place at the venue are focused on the demographics of the Finham community. The library building is held by FLAG on a lease from the Council.

The Library Service continue to provide mainly remote support to the three partners. Visits were currently arranged on roughly a quarterly basis to refresh the book stock and discuss any local issues. Each library has a 'buddy' library who are able to respond to calls and enquiries, particularly regarding the computer systems used to lend Council books. The recent change in the Library Management System resulted in all volunteers having training cascaded through. The Council still provide support (particularly to Earlsdon and Finham Libraries) through Property Services, although the community organisations have taken on aspects of the running costs over the time since transfer.

Representatives of each library further elucidated to other challenges they had faced, especially with regards to initial difficulties when first setting up as a community managed library, current workload demands, energy costs, and most importantly, the remaining years on the leases of each library.

The Members asked questions and received responses on a number of matters including:

- The improvements community managed libraries have made to the local community and any potential ways the Board could help in the future.
- The security of the libraries' leases and the potential to secure them for the future.
- Ongoing IT support and higher-level systems support for libraries and library volunteers with 6-month refreshers.
- Community asset transfer and related matters.
- The Summer Reading Scheme (also connected to Minute 34 below) and how it is being taken up by community managed libraries.

- Succession planning for attracting and retaining trustees.
- Training for library volunteers, organisers and trustees.
- Comparative library services and provision with regards to council-run libraries.
- Collaboration between community managed libraries in Coventry.
- The potential availability of Carnegie Trust funds with regards to Earlsdon Library's partnership with the organisation.
- Recognising and using Earlsdon, Finham, and Cheylesmore community managed libraries as a template and a resource for the creation of any future community managed libraries.

The Board recognised, commended and thanked the organisers and volunteers of each community managed library for attending the meeting, sharing their successes and challenges, and for their continued work in their communities.

RESOLVED that the Board:

- 1. Notes the report.**
- 2. Recommends that the Cabinet Member for Education and Skills considers a standardised long lease to those community libraries that have a recognised charitable status.**
- 3. Recommends that the Cabinet Member for Education and Skills supports the proposed asset transfer for Earlsdon Library.**
- 4. Recognises and acknowledges the value of the support given to Community Libraries by the Library Service.**

34. Delivery of the Summer Reading Challenge in Coventry

The Board considered a briefing note of the Head of Service, Libraries and Migration which provided an update on the Summer Reading Challenge (SRC) and some information regarding this year's activities.

The Reading Agency is a national charity whose main purpose is to support the promotion of reading as an activity to promote good health and wellbeing, and support people to tackle life's big challenges. For many years the Reading Agency's flagship project for children has been the SRC.

SRC is delivered in partnership with public libraries, with the very vast majority of library services taking part to some extent. The programme is intended to act as a bridge for reading and learning across the main school holidays. The idea is that for children who maintain active reading over the holiday, their minds will remain active, they will be updating or improving their reading skills and will arrive better prepared for the new school year in September.

Each year there would be a distinctive theme to the SRC designed by the Reading Agency, and this year the theme is "Ready, Set, Read!". The Reading Agency has teamed up with the Youth Sport Trust to design a challenge which "aims to keep children's minds and bodies active over the summer break, empowering young

people to forge new connections with others and unleash the power of play, sport and physical activity through learning.”

Children will be encouraged to make regular visits to their local library, register for the SRC, read 6 books from the carefully selected booklist and perform a series of activities to earn rewards (stickers, activity cards etc) eventually becoming a ‘completer’ and being rewarded with a medal. The objective is to “keep imaginations moving across the school holidays” and by participating children will have the opportunity to try new and exciting books, develop some new skills and hopefully find new interests which they can continue after completion of the SRC.

Coventry were successful in receiving some additional resources from the Reading Agency to facilitate a pilot project with a small number of chosen Coventry schools. Working with the Schools Improvement and Literary Co-ordinators the Library Service approached 7 local schools and an officer was assigned to each to build a relationship with the school, either focusing on year 3 or year 1. The children all were offered a ‘pilot scheme pack’ and the aim was that we would visit the children in class a few times during June/July and that they visit their local library in the run up to the SRC.

Library managers found that they had to adapt their plans to fit the needs and capacity of the school staff. Some schools were difficult to communicate with, but others were very supportive, and staff noted new children visiting and joining the library and participating in the SRC.

Overall, both in Coventry and elsewhere numbers of children completing the SRC had fallen in recent years. Whilst in the mid-2010s Coventry had over 3,000 children take part with more than half ‘completing’ the challenge, recently numbers had fallen to around 1700 children taking part and around 800 completers. Factors influencing this included:

- Move to community managed libraries with some choosing not to take part.
- Children’s tastes change and the appeal of stickers etc change, more resources are now digital, including registration but there is a disconnect.
- In previous years we had Young People acting as volunteers which due to pressure on staff time has not been continued.
- Covid continued to be a factor last year.
- Lifestyle factors and changing patterns of geographical movement of families during the summer holidays.

In addition to the ‘core package’ of stickers / bookmarks etc, this year Coventry Libraries would include prizes of children’s footballs, rugby balls, perforated balls (for indoor use), throwing rings, hula hoops etc to build on the theme of getting active and continuing to participate in sports and physical activity.

Officers from the Summer Reading Team attended the meeting to share their views and experience of the scheme. They spoke of having to constantly revamp/refresh the scheme and to ensure continued engagement, the team have reduced the number of visits required for children to make and also worked in collaboration with a number of schools and authors to make the scheme more engaging.

The Members asked questions and received responses on a number of matters including:

- Contrasting reading schemes to those of community managed libraries and the possibility of carrying out reading schemes with a local focus rather than a national focus.
- Difficulties in communication with specific schools in Coventry and the factors involved as to how responsive each individual school was to the SRC.
- Approaching other outside organisations like supermarkets or sports teams to make the programme more attractive and to encourage more families to take part.

RESOLVED that the Board notes the briefing note.

35. **Autism in Schools Task and Finish Group - Interim Report**

The Board considered a Briefing Note of the Scrutiny Coordinator which provided an interim progress report on the work undertaken so far by the Task and Finish Group which was to consider issues around the support for children and young people and their families, who are waiting for an autism assessment, or have been diagnosed with autism in school settings.

The task and finish group were briefed in detail on the support to children, families and schools provided through the Council's Education Services; SEND Information and Advice Service, the Education Psychology service and the Complex Communication Team.

Members of the Task and Finish Group also visited three schools to gain first hand experience of the support offered to children with additional needs. One was a special school specifically for autistic children, one had a specialist unit within a mainstream primary school and the third was a mainstream primary school exemplifying best inclusive practice.

Members were able to talk to staff and pupils at the school and to observe the settings in practice.

As a consequence of these visits, Members requested an extension of the task and finish group to allow them to engage with parents/carers, children, and young people, as well as visit a wider range of school settings. To enable this to happen effectively and sensitively requires the work of the task and finish group to extend beyond this municipal year.

There were several themes and areas for further exploration that had been identified through the work of the task and finish group:

- The need for clearer referral pathways for parents
- Support for all schools to deliver best practice across the city
- Provision in Secondary schools and strong transition from Primary
- The views of parents and carers and children and young people

It was hoped that these issues could be considered in more detail through work in 2023-24. In order to facilitate that, the Task and Finish Group sought support from the Board to continue their work into the New Municipal Year.

RESOLVED that the Board:

- 1. Notes the report.**
- 2. Supports the continuation of the Task and Finish Group during the 2023/24 Municipal Year.**
- 3. Requests that a letter be sent to Councillor Clifford thanking him for his valuable contribution to the work of the Task and Finish Group and to wish him a long and happy retirement.**

37. Work Programme

The Board noted the work programme and agreed the inclusion of the items below on the 2023/24 work programme.

RESOLVED that the Scrutiny Board (2) notes the Work Programme with the inclusion of Colleges and Post 16 provision to an early meeting in 2023-24.

38. Any Other Business

John Gregg, Director of Children's Services

The Board noted that John was leaving to take up a new role at a different authority and wanted to record their thanks and appreciation for the work carried out by John and wished him every success in his new role.

(Meeting closed at 4.40 pm)

This page is intentionally left blank



Coventry City Council

Briefing note

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

Date: 6th July 2023

Subject: Overview of Education and Children's Services

1 Purpose of the Note

- 1.1 To introduce a presentation on the service priorities of both Education and Children's Services, to support the Board in identifying work programme items for the municipal year 2023-24

2 Recommendations

- 2.1 The Education and Children's Services Scrutiny Board (2) are recommended to:
 - 1) Consider the content of the reports attached at Appendix 1 and 2
 - 2) Identify any further questions for officers and Cabinet Members
 - 3) Identify any areas the Board would like to consider in more detail for the work programme or as task and finish groups

3 Information/Background

- 3.1 At the beginning of the municipal year, each scrutiny board can make suggestions for items to be added to the work programme, as well as areas to look at in more depth as task and finish groups.
- 3.2 The services that the Education and Children's Services Scrutiny Board (2) cover are those within the portfolios of the Cabinet Member for Children and Young People and the Cabinet Member for Education and Skills.
- 3.3 Appendix 1 provides information containing more detail on these services which will be presented at the meeting. This document is attached. Appendix 2 provides information on the Children's Services Self-Assessment January 2023 and can be found at this link: [Appendix 2 Children's Services Self-Assessment 2023.pdf](#)
- 3.4 Members of the Board will be able to question officers and the Cabinet Members in order to identify areas to consider in more detail for the work programme or as task and finish groups

Gennie Holmes
Scrutiny Co-ordinator
gennie.holmes@coventry.gov.uk

This page is intentionally left blank

Children's Services and Education and Skills

Overview of focus and
priorities for the year ahead

Information Pack

Scrutiny Board 2

6th July 2023



Children's Services and Education and Skills

Context



Wider context – Children’s Services



- On 2 February 2023 the government published its strategy and consultation on children’s social care, Stable Homes, Built on Love Children’s Social Care Reform 2023, Children’s Social Care National Framework and Dashboard Indicators, and proposals for the child and family social work workforce. This was the Government response to the recommendations made by:
 - The independent review of children's social care: final report
 - The Child Safeguarding Practice Review Panel report into the murders of Arthur Labinjo-Hughes and Star Hobson
 - The competition and Markets Authority (CMA) review into children’s social care placements.
- Inspection of Local Authority Children's Services (ILACS) – amendment includes additional Judgement on Care Leavers
- Introduction of Regulatory Framework for Supported Accommodation overseen by Ofsted including Quality Standards Implementation March – October 2023

Wider context – Education and Skills



Page 16

Education

- National drift in addressing SEND system - ‘SEND and alternative provision improvement plan’ – significant demand pressures across the system (including behaviour)
 - SEND and AP inspection
- Tackling inequalities and locality prototypes
- Recruitment and retention
- Strike action and funding challenges
- School Ofsted inspection regime
- Attendance reforms (part of the former Schools Bill)
- Increased in-year demand for school places

Wider context –Education and Skills



Skills

- Funding pressures - grant funding hasn't increased in line with increased costs
- Economic situation - both cost of operating/living for businesses & residents (especially from deprived backgrounds) make engagement with skills more challenging (esp. apprenticeships)
- Planned changes to funding - increased focus on skills

One Coventry Plan priorities



One Coventry Plan

2022-2030



Increasing the economic prosperity of the city and region



Improving outcomes and tackling inequalities within our communities



Tackling the causes and consequences of climate change



Continued financial sustainability of the Council



Council's role as a partner, enabler, and leader

Our Vision 2023-2026

One Coventry: together children and families are at the heart of everything we do



Coventry Education Partnership Vision

As champions of children:

Successful partnership working enables children, young people and adults to access high quality education and learning, develop resilience, make positive life choices and contribute to a vibrant Coventry city.

Lift the cloud of limitation for children and young people with Special Educational Needs and Disability and enable their entitlement to an ordinary life.



Children and Young People and their families at the heart of everything we do

Strength in partnership – cultural change from client to co-deliverers

Open and transparent

Collective moral purpose and accountability

Co-design and production

High quality demand-led services

High quality, committed work force with relevant skill set

Efficient & effective, value for money, outcome driven

Coventry Skills Strategy

Coventry's first ever Citywide Skills Strategy, which provides a 'framework for action' across all educational stages. Working collaboratively to get the best skills outcomes for our residents, from early education through to lifelong adult learning.

The Skills Strategy sets out 8 Priorities, being actioned through 4 collaborative action groups. These involve more than 30 partnership organisations and over 80 individuals bringing in various expertise and professional knowledge:

1: Raising Overall Skills Levels

For all residents at all levels – LV1, LV2, LV3 and above

2: Raising Aspiration

From primary school to Lifelong Learning

3: Progression Pathways

Clear line of sight for progress through Coventry Skills System

4: Community

A skills system which works for all Coventry communities

5: Inclusion

Fully representative of our diverse city

6: Highest Needs

Provides the right support to all learners

7: Skills for Business

Providing the current and future skills required by Coventry businesses

8: Social Value and Green Skills

Supporting business on social value commitments and developing 'Green Skills' pathways

Children's Services and Education and Skills

Areas of responsibility



Children's Services

Overview – main areas of responsibility



- Early Help
- Family hubs
- MASH
- Youth Justice
- Children in Need
- Child Protection
- Looked after children
- Fostering
- Adoption
- Children's Homes
- Care Leavers
- Participation
- Safeguarding Partnership
- Risk Management
- Prevent
- LA Designated Officer
- Commissioning
- Professional Support

- Family Valued project
- Reunification project
- House project
- FGC
- LifeLong Links
- Adolescent support project

Statutory basis: Children Act 1989, Children (Leaving Care) Act 2000, Adoption and Children Act 2002, Children Act 2004, Education and Inspections Act 2006, Safeguarding Vulnerable Groups Act 2006, Children and Young People Act 2008, Equality Act 2010, Children and Families Act 2014, Care Standards Act 2000

Overview – main areas of responsibility

Statutory

- School Improvement
- Early Years
- Looked After Children (Education)
- Elective Home Education
- Alternative Provision (inc. Pupil Referral Unit, Hospital Education)
- Library Service
- SEND (statutory assessment & review, Information & Advice Services, Early Years)
- School Organisation (Admissions, Pupil Place Planning)
- Assessment & Moderation
- Early Career Teacher Appropriate Body
- Adult Education
- School attendance and Children Missing Education
- Ethnic Minority Achievement

Traded

- Coventry Outdoors
- Coventry Music
- Governor Support Services
- Work Related Learning
- SEND support services
- Coventry Interpretation
- School Attendance
- Ethnic Minority Achievement

Other provision

- Employment and Skills provision
- Holiday Activities and Food Programme

Statutory basis: Education Act 1996, School Standards and Framework Act 1998, Education Act 2002, Education and Inspections Act 2006, Children and Families Act 2014

Children's Services and Education and Skills

What we do



Children's Services– what we do



Page 28

Deliver **Early Help** on a multi agency basis including health partners, police, education and a variety of other services to ensure that families can access services at each family hub and receive targeted support through family intervention.

- Work effectively in **collaboration with partners** to provide a coordinated approach and support better outcomes for children and families.
- Offer **support and advice** to professionals and the public who have concerns regarding a child, young person, or a family through the Multi-Agency Safeguarding Hub (MASH).
- Identify children in need of **help and protection**.
- Encourage a **learning culture** through monthly interface meeting between social work teams and Early Help to generate ideas for best practice and learning from referrals. Re-referrals have reduced as a result of these.
- Co-ordinate and deliver an **out of hours emergency response** for people in Coventry.

Children's Services– what we do



- Undertake thorough **child protection enquiries** which lead to timely action and reduce the risk of harm for children. The vast majority of child and family assessments 76% and Section 47 enquiries 95% completed in 2022/2023 were within timescale.
- Work in a timely manner to **support children and families**. In 2022/23, 89% of child protection conference were completed within 15 days of a strategy discussion and 96% resulted in a Child Protection Plan
- Set expectations in the Social Work Academy to **support consistency** in practice.
- Embed a **strengths- based approach** to interventions with children and families.
- **Manage allegations** against professionals to ensure that these are addressed swiftly and proportionately.

Children's Services– what we do



Page 30

Complete regular auditing, dip sampling, practice observations and moderation and review of Quality Assurance checklists. The senior leadership team and Lead Member for Children and Young People undertake quarterly Quality Assurance visits and twice-yearly Service Performance Reviews.

- Co-ordinate a programme of activity to support the participation of children and young people in designing services and incorporating their views.
- Utilise technology such as the **Mind of My Own** and **Leaving Well** apps to allow children and young people to participate and engage in their planning and relationships in the way that suits them.
- Promote an **advocacy service** where children in care and those subject to a child protection plan are offered an advocate and opt out rather than opt in. Advocacy is also available to children who are generally working with Children's Services.
- Use **feedback from families** to develop and improve services.
- **Tailor interventions** to best suit the needs of the child or young person.

Children's Services– what we do



- **Coventry FDAC** (Family Drug and Alcohol Court) team provides support for families where one or more parent suffers from substance or alcohol abuse.
- Provide a **multi- faceted response to domestic abuse** referrals in the MASH and a dedicated workstream as part of the Coventry Family Valued programme to support sustained change to reduce and avoid repeat child protection plans.
- Work closely with **children and families with disabilities** to ensure they can access the right support for them.
- Prioritise **contextual safeguarding** to address the prevalence of gang affiliations and knife crime affecting young people in Coventry.
- Ensure **oversight of children who go missing from care** to ensure that they receive a well-coordinated response to reduce the risk of harm.
- Act as a **committed corporate parent** to support children who are looked after and care leavers.

Children's Services– what we do



Page 32

Offer a **strong Edge of Care** service which means that children only come into care when it is in their best interests to do so.

- Ensure that children are not subject to S20 legal status inappropriately through **robust oversight of Legal Planning and the new Admissions Panel**.
- **Prioritise reunification** where it is in the young person's best interest through a dedicated Reunification team.
- Encourage children and young people to participate in their reviews so that their wishes and feelings are at the centre of planning.
- Provide a **strong participation offer** for looked after children who are encouraged to participate in the design of services and provide feedback. There are four key young people led groups which they can be involved with.
- **Celebrate the achievements** of our children and support them with education, employment or training.

Children's Services– what we do



- Deliver new **Tier 2 Emotional Wellbeing and Mental Health Service**, recommission **LAC CAMHS** service, redesign of **Speech and Language service**.
- Manage external relationships with **placement providers** with regular contact and **quality assurance visits**.
- Continue the **growth and development of Coventry's Fostering** service to ensure that more Coventry children can be placed with Coventry foster carers.
- Support young people until they are 25. Young people work with their Personal Advice (PA) until they choose to end the relationship.
- Oversee living arrangements of young people placed in **supported accommodation** to ensure that this arrangement meets their needs.

Commitment to a **strong safeguarding partnership** to ensure that there are effective safeguarding systems to deliver the best outcomes for children and families in the city.

Education and Skills – what we do



Page 34

Lead and co-ordinate the **Coventry schools system** of 116 schools (primary, secondary and special) with c.52,800 on roll– Coventry Family of Schools and work in partnership with schools to **deliver improved education standards**

- Manage **external relationships** on behalf of LA/Coventry schools (Department for Education, Ofsted, Regional Directors)
- Work in partnership with other local authorities to **share good practice** – including co-ordination of the West Midlands Education, SEND and Skills network
- Ensure there are **sufficient quality nursery places** for early years' children and that these are taken up. 1,073 2-year-old funded places, 5,291 3 and 4 year-old universal funded places and 2,111 3 and 4 year-old funded places
- Work with schools and external stakeholders to enable **sufficient school places** for Coventry pupils, establishing robust future projections to ensure all available section 106 contributions and grants are fully maximised.

Education and Skills – what we do



- Oversee, plan and delivery of Coventry’s **education capital programme** for maintained schools including SEN and Alternative provision through the One Strategic Plan approach.
- Co-ordinate the **annual admissions processes** for entry into Coventry primary and (c.4,400 children) secondary schools (c.4,800 children) annually and in-year primary (c.4,100) and secondary (c.2,100)
- Work with schools and families to improve and **maximise attendance** and **inclusive practice** including supported transfers, reduction in exclusion practice and use of early intervention bespoke packages – (22/23 92.3% to date)
- Commission alternative Education provision through the Coventry Extended Learning Centre provision including (school), Work-Related Learning activities (c.160 pupils) and the Hospital Education and Outreach Service

Education and Skills – what we do



- Identify children residing in the area who are not receiving suitable education - **Children Missing Education** and provide challenge/support
- Oversee schools approach to **keep children safe** in Education
- Manage the **statutory assessment process** (Education, Health and Care plans) for 2,816 children with Special Educational Needs – new plans and annual reviews, with an additional 361 cases under assessment by the Statutory Assessment Service (as at June 2023).
- Deliver a wide range of **Special Educational Needs and Disabilities support** (Education Psychology, Social, Mental Health, Sensory and Complex Communication) to schools for children with special educational needs
- Oversee delivery of **travel assistance support** for eligible children and young people (including eligible children with Special Educational Needs)
- **Schools buy-in** c.£5m of education traded services from the local authority (education division)

Education and Skills – what we do



- Oversee and promote **quality education provision** for **454 looked after children** per annum through the “Virtual School” including enrichment activities, support for additional needs and challenge on progress and attainment targets
- Provide focused support for newly arrived children into Coventry schools through the **Ethnic Minority Achievement** service.
- Appropriate body - **Early Careers Framework**
- Oversee work with young people who **are Not in Employment, Education and Training**

Education and Skills – what we do



Page 38

Lead an inclusive, high quality **Coventry Music** education offer for Coventry students across a diverse range of genres and styles. Coventry Music supports c.4,800 pupils (27.5% SEN and 29% FSM) and supported 93.3% of Schools on 1 or more of the Core Music Education Hub roles.

- Development of **Coventry Outdoors (in-city) provision** and bespoke enrichment activities for various groups including vulnerable learners.
- Deliver c.38,000 outdoor education session per year through our **Coventry Outdoors** provision at **Plas Dol-y-moch**,
- Provide **Governor Support services** to c.95 schools including generic and bespoke training package
- Lead and co-ordinate the **Coventry Holiday Activities and Food** programme benefitting over 4,000 children and families

Education and Skills – what we do



Lead the **Coventry skills agenda** including:

- Leading skills strategy implementation across the city, with four Skills Strategy Action Groups working collaboratively to achieve our priorities.
 - Leading on the Council's approach to secure UK Shared Prosperity Fund (UKSPF) funds for People and Skills priorities Managing Coventry's flagship Job Shop and creating a Hub & Spoke model to continue our community place-based delivery model.
 - Delivering the remaining £14m of European Structural and Investment Fund (ESIF) grant programmes with partners across the city, working with young people and adults to address barriers to work.
 - Creating effective pathways to good quality jobs for Coventry's most vulnerable residents.
- Challenging and supporting local employers to develop and offer good quality jobs for local people.

Education and Skills– what we do



Page 40

Offer learning opportunities for adults and young people aged 16 and over via the Adult Education Service with over 4,400 learners a year. This offer includes:

- Accredited and non-accredited learning in a wide range of subject areas, provision from beginners to Level 5; Study programmes; Apprenticeships (including developing apprenticeships for young disabled people with Warwickshire County Council); Family Learning, working with schools in areas of highest need.
- Pre-Employment Training (PET) via Sector-Based Work Academy Programme (SWAPs) and Sector Gateways (short programmes developed for employers with guaranteed interviews to fill vacancies); classroom based, Online and Workplace learning.
- Developed new Step into Work alternative SEND provision for young people with special educational needs and disabilities (SEND) with an Education, Health and Care Plan (EHCP) – study programme with additional employment support. Increasing from 10 to 28 places from September;
- Expanding our Changing Futures Together supported internship programme for young people with SEND and an EHCP. Employers include Coventry City Council, University Hospital Coventry and Warwickshire and CV Life. Increasing from 8 to 16 places from September.

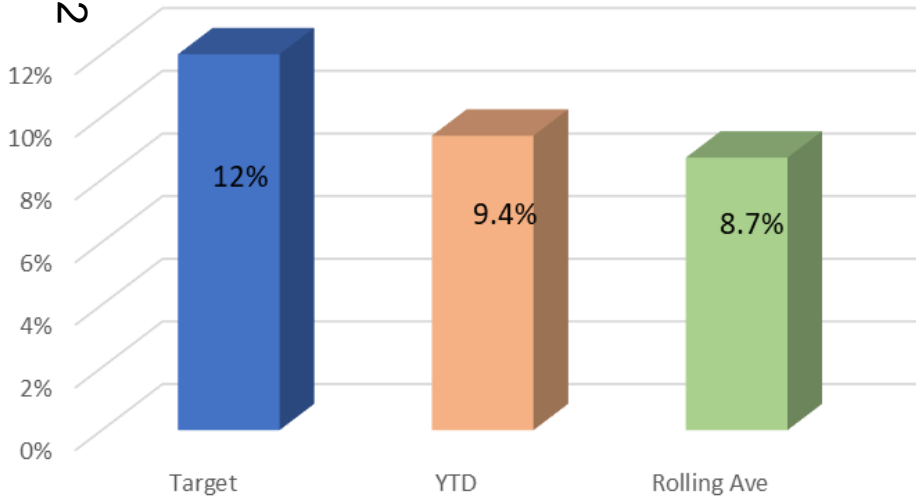
Children's Services and Education and Skills

Key statistics

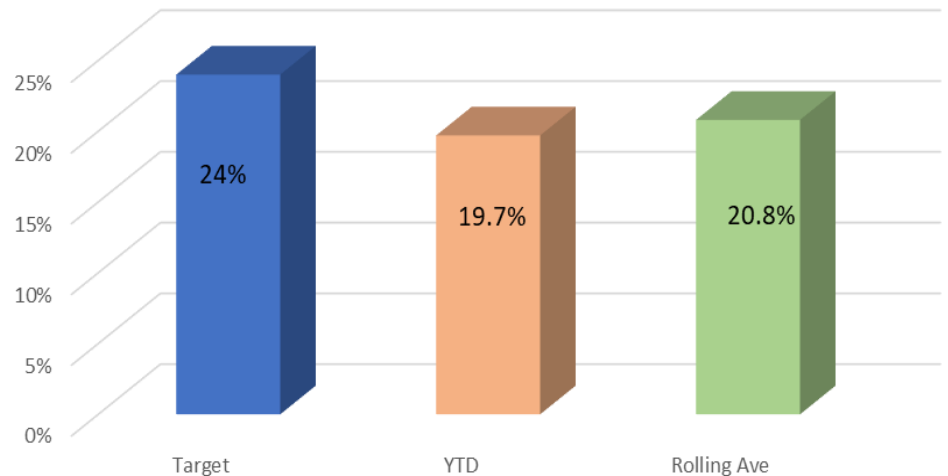


Impact: Referrals and CP Plans

% repeat Child Protection Plans (March 2023)

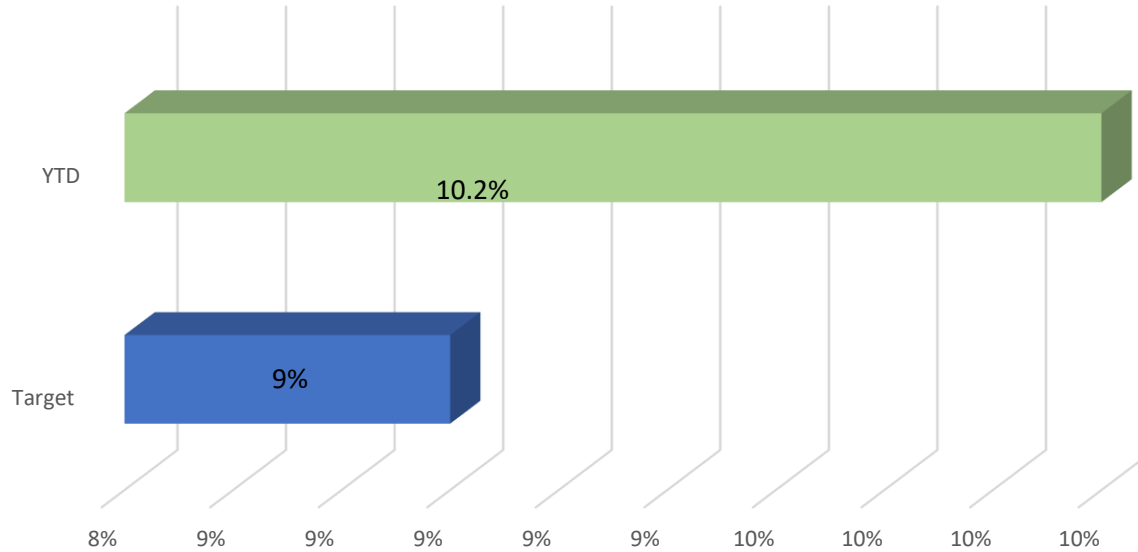


% ReReferrals (Referrals started within 12 months of a previous referral start date (March 2023))



Impact: Looked after children

% lac with 3 or more placements in the previous 12 months



Year	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
% long term stability	72.00%	66.00%	66.00%	71.00%	73.00%	66.00%
Statistical Neighbours	72.00%	70.90%	68.10%	69.40%	N/A	N/A
West Midlands	68.00%	68.00%	69.00%	71.00%	N/A	N/A
All England	70.00%	69.00%	68.00%	70.00%	N/A	N/A

Coventry Ofsted Profile

Page 44



Proportion of pupils attending good or outstanding schools (as at 2/6/23)

Phase	City %	Statistical neighbours (SN)	National
Early Years*	96.6%	Above SN (96.3%)	Above national (96.2%)
Primary	89.4%	Below SN (92.6%)	Below national (92.5%)
Secondary	76.4%	Below SN (84.7%)	Below national (85.7%)
Special	77.1%	Below SN (90.9%)	Below national (94.1%)
Overall	84.1%	Below SN (89.3%)	Below national (89.6%)

**Statistical neighbours and national figures are as at 31/08/22.*

Annual NEET and Not Known

Annual NEET and Not Known rates	2020 (16-17-year olds)			2021 (16-17-year olds)			2022 (16-17-year olds)		
	Com- bined figur e	NEE T	Not Known	Com- bined figure	NEE T	Not Known	Com- bined figure	NEE T	Not Known
Coventry	5.0	3.0	2.0	4.4	2.3	2.1	3.9	2.1	1.8
England	5.5	2.7	2.8	5.5	2.8	2.7	4.7	2.2	2.6
<u>WMids</u>	5.3	2.3	3.0	5.7	2.6	3.1	5.0	2.2	2.7

Commentary

Coventry's 2022 combined figure of **3.9%**:

- is an improvement on the last four years' performance and an all-time low;
- remains **below (better than)** both national and West Midlands;

Children's Services and Education and Skills

Achievements and Priorities



Coventry Children's Services Priorities 2023 - 24



- **Our Workforce:** By recognising that creating the right conditions for good practice to succeed and supporting Children's Services colleagues to be the best they can be will have a positive impact for children
- **Our Partnership:** Ensuring Strong Partnership working will help support the best outcomes for children
- **Our Quality of Practice:** Our children deserve the very best. Focusing on the quality of the work undertaken will ensure children get the right help, in the right way, at the right time

Childrens Services Achievements



Rated as Good by Ofsted August 2022 and Youth Justice Service rated as outstanding by Ofsted 2023

- Social Workers Academy won Guardian Public Service Awards workforce learning and development category in 2019 The Academy is at the leading edge of innovative recruitment of social workers
- Transforming a fostering service which has increased fostering capacity and established a connected carers service
- Involvement with Channel 4 to produce Superkids (2018) and Kids (2023)
- Establishing one of the first regional adoption agencies nationally
- Developing a nationally acclaimed Local Offer for care leavers
- Establishing Horizon- a service that protects children from exploitation

*School improvement - 2022/23 priorities and progress



Coventry education improvement priority	Progress/commentary June 2023
<p>Secure an ambitious and relevant curriculum that is designed to give all pupils, including disadvantaged pupils, the knowledge and cultural capital they need to succeed in life</p>	<p>There has been a renewed and re-energised focus on curriculum-focused school improvement across the partnership. However, we have seen a slight reduction in children and young people attending good or better schools and settings.</p>
<p>Be ambitious for children and young people with SEND and effective in the provision that we make for them so that their educational outcomes improve across all key stages, including in the early years</p>	<p>As a result of increased need/demand, there has been a significant partnership focus on improving SEND provision. Actions and impact are a continuing focus for Coventry Monitoring Officer (CMO) review work.</p>
<p>Ensure early years provision is effective in increasing the number of children who achieve a good level of development and provides children with successful foundations for learning</p>	<p>The proportion of children attending a good or better EYFS provision has been maintained. Summer GLD data (Good Level of Development – a measure of Age Related Expectations) will be evaluated when available (although a high level of need in this cohort has been well-documented).</p>

School improvement - 2022/23 priorities and progress

Coventry education improvement priority	Progress/commentary June 2023
<p>Manage behaviour well so that schools and settings are calm, safe and supportive environments which children and young people want to attend and where they can learn and thrive</p>	<p>Challenging behaviour has been a consistent theme across Coventry and the country over the past two years. There are, however, plans in place across the partnership to address and provide improved behaviour support..</p>
<p>Recognise that attendance is an important area of school improvement, with each school and setting offering a clear vision for attendance, underpinned by high expectations and core values</p>	<p>Current attendance is 92.3%; Persistent absence is 24.1% (an average across Primary and Secondary schools). Both of these figures are below national. Significant partnership focus on improving attendance with some excellent practice being shared.</p>

Coventry Education Partnership

Achievements



- Continued strengthening of school to school support, through school improvement partnerships (Primary and Special Networks and Secondary Collaborative)
 - One Coventry locality prototype – working with schools around early intervention and prevention – right help, right time
 - Attendance work underway to pilot and deliver local authority duties under attendance reforms including work linked to locality prototypes
 - Schools continue to embed work from cost of the school day project
- Successful return to assessment – Key Stage 2 and Key Stage 4, 2022/23

Achievements

- Post pandemic support for Early Years – school readiness and SEND
- Continued partnership working to respond to capacity pressures
- Delivery of the One Strategic Plan and capital programme to deliver sufficiency of places
- Successful delivery and expansion of Coventry Outdoors
- Continued investment to support violence reduction
- Continued successful delivery of the Holiday Activities and Food programme across Easter, Summer and Christmas school holidays

Planning for Coventry education improvement priorities



- We are currently working with colleagues from across the Coventry Education Partnership to identify 2023/24 priorities within a longer term framework of core improvement strands
- Priorities from the past two years have been broad – this has reflected the context of the partnership resetting school improvement journeys following the pandemic
- From September 2023, we will return to smarter targets with key performance indicators in place
- Although these have not yet been set, they will be identified from the core strands focussed on: curriculum provision, SEND & inclusion; early years education; behaviour; attendance
- Discussions and findings at this point strongly indicate that SEND & inclusion will be a key priority strand for 2023/24, with a focus on right help, right place, right time

Potential areas for SB2 consideration



Page 54

- One Strategic Plan and SEND/Inclusion Strategy
- SEND and AP inspection
- Out of sight children (including attendance, Elective Home Education, Children Missing Education and Exclusions)
- Skills Strategy implementation
- Early Years expansion of statutory provision
- Coventry Family Valued
- Children's Services workforce
- Sufficiency – including residential strategy
- Regulation of Supported Accommodation
- Best start in Life



Coventry City Council

Briefing note

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

Date: 6th July 2023

Subject: Apprenticeship Provision

1 Purpose of the Note

- 1.1 To update the Board on the provision of apprenticeships in the city and provide opportunity for Members to seek assurances on the continued delivery and accessibility of apprenticeships for young people in Coventry.

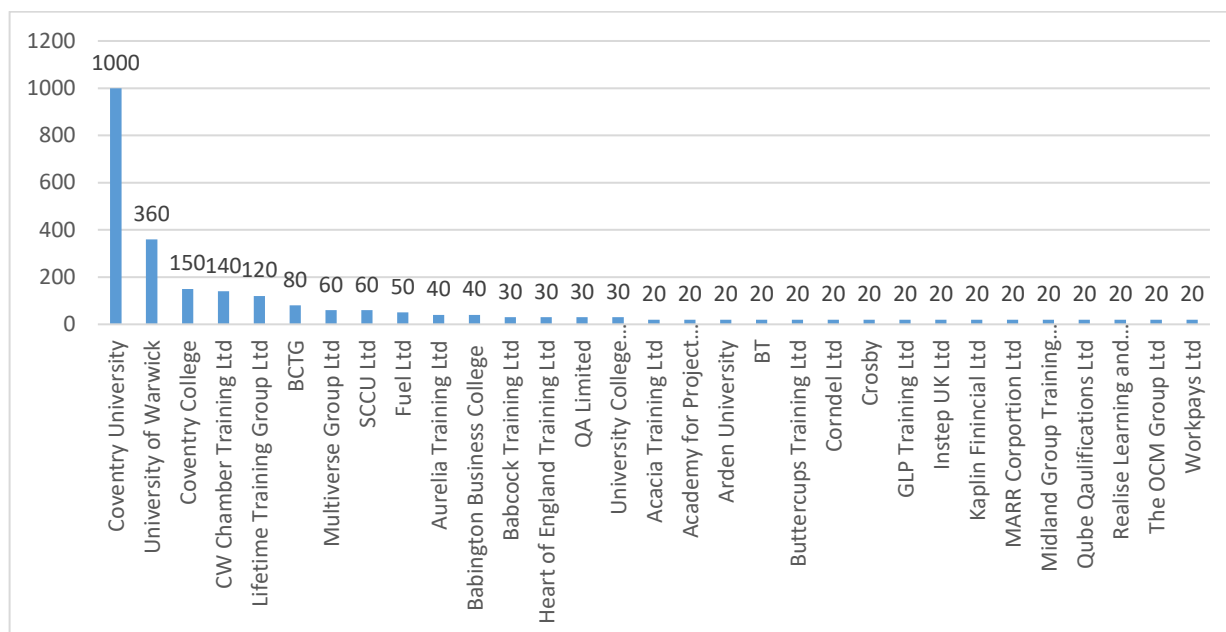
2 Recommendations

- 2.1 The Education and Children's Services Scrutiny Board (2) are recommended to:
 - 1) Consider the content of the briefing note and Appendix A and B
 - 2) Support the work done by the Council to support the delivery of apprenticeships in Coventry
 - 3) Identify any recommendations for the appropriate Cabinet Member or partners.

3 Apprenticeship Landscape in Coventry

- 3.1 **The apprenticeship provider market is fractured with multiple providers:** In Academic Year 2021/22, there were 52 apprenticeship providers in Coventry. 42 of these providers had less than 50 apprentices and 21 providers had 10 or less apprentices. This is mostly due to the nature of an apprenticeship with them being designed around employer need. Smaller Independent Training Providers are often used to provide particular technical skills needs. See Table 1 overleaf.

Table 1: Coventry apprenticeship delivery by provider:



- 3.2 Universities are the largest providers of apprentice training in Coventry:** In academic year 2021/22, Coventry and Warwick University were the training provider for 1360 new apprentices, just over 50% of the total. This reflects a continuing shift towards Higher and degree level apprentices (LV4,5,6 and above). Further information on this shift is in Appendix A.
- 3.3 Coventry College currently has 2.45% of Coventry apprenticeship delivery.** This is a further reduction from 2021/22 where there were 2700 apprenticeships starts in Coventry in Academic Year of which only 150 were with Coventry College. The college halted recruitment in 2022/23 due to difficulties recruiting staff to the Building Services area of the College.
- 3.4 Other large providers of apprenticeships in Coventry:** CW Chamber Training started 140 apprentices at a range of levels in a wide range of subjects including accountancy, business admin, childcare, customer services, hairdressing, teaching assistants and team leadership. Next largest are Lifetime Training Group who have a similar range to CW Chamber as well as providing civil service and NHS apprentice training and BCTG who offer over 100 different apprentice training programmes.
- 3.5 Apprenticeship training providers struggle to recruit tutors for ‘shortage’ occupations:** Colleges and other training providers struggle to match the salaries that can be earned within industry. This is particularly the case in ‘trade’ construction occupations such as plumbing, carpentry and electrical. This a national issue and one that has been identified by the West Midlands Local Skills Improvement Plan, which has been developed by Coventry and Warwickshire Chamber of Commerce. Coventry City Council have already tried to engage businesses with a request sent to over 8000 Coventry and Warwickshire businesses to support with providing tutors, for example by day realising staff. Unfortunately, no businesses responded to our ask. We will therefore address this issue on a regional level through the LSIP.

4 Coventry City Council work to support Citywide Apprenticeships

- 4.1 **Coventry City Council do not control apprenticeship funding:** Apprenticeship funding is administered by Central Government through the Department for Education (DfE). Coventry City Council do not have direct control over what apprenticeships are delivered or the quality of delivery.
- 4.2 **Promoting apprenticeship uptake with employers:** Coventry City Council support businesses through our business support services to consider apprenticeships as a way of recruiting new staff or upskilling existing staff. Support is given on apprenticeship funding and finding suitable apprenticeship providers. Apprenticeship vacancies can be advertised through the Coventry Job Shop. This can include the pre-screening of candidates and the setting up of pre-apprenticeship training.
- 4.3 **Supporting apprenticeship training providers:** In addition to linking apprenticeship training providers to employers Coventry City Council chair a Apprentice Provider Network which shares best practice and shared solutions to market issues.
- 4.4 **Working strategically through Skills Strategy Action Groups:** Coventry City Council lead four Skills Strategy Action Groups which work collaboratively with a wide range of partners to deliver Coventry's Skills Strategy Priorities. Action Group 4 works specifically to support skills for businesses and this includes strategic work to consider apprenticeship creation. Action Group 2 is working to develop strong skills progression pathways through NVQ Levels; 1 to 3, including pathways to apprenticeships which start at NVQ Level 2.

5 Coventry College Existing Apprentices Plan

- 5.1 **Coventry college currently has 240 apprentices:** This represents only 4% of Coventry College total learner population. Apprentice training provided includes: Construction trade occupations such as bricklaying, carpentry and plumbing as well as car mechanics, engineering, customer services, business administration and early years. The majority of the apprentices are in the 18+ age cohort.
- 5.2 **90 existing Coventry College apprentices who have an end date in this academic year will complete with the College:** They will be supported by the apprenticeship team to ensure successful achievement.
- 5.3 **Coventry College effectively used strong partnership with Warwickshire College Group (WCG):** Coventry College are not able to continue providing apprenticeship training beyond this academic year due to the 'inadequate' rating for apprenticeship only provision, from Ofsted as a result of an over reliance on agency staff in the construction trades which is where most of the apprenticeships are based. This was not a 'choice' but a requirement. Rather than leaving existing apprentices and their employers to find their own new apprenticeship training provider Coventry College have used their strong partnership with WCG to provide suitable provision.
- 5.4 **124 apprentices will transfer their training to WCG:** The majority will complete their study at either the Rugby or Leamington campuses. An additional 26 apprentices have the option to transfer to other local providers for specialist pathways that the WCG do not provide, to include plastering, painting and

decorating and vehicle damage paint. It is worth noting that due to the nature of apprentice training, with only 20% of training being completed 'off the job', travel to Rugby or Leamington will only be required for one day a week at most. For some apprentices this will be less than one day a week, and approximately 44% will not be required to attend the college at all depending on the nature of their apprenticeship. Many apprentices receive the majority of the training either online, through their training provider proving workplace assessment or through undertaking work-based projects relevant to apprenticeship. A number of these apprentices either live or complete their apprenticeship with employers outside of Coventry.

Appendix A: Background on Apprenticeships

Appendix B: National Foundation for Educational Research Report

Glen Smailes
Skills and Partnerships Lead
Employment and Skills Team
02476 976709
07967 820436

Appendix A – Background on Apprenticeships

Section 1: What is an Apprenticeship?

- 1.1 An apprenticeship combines hands-on work with the opportunity to train and obtain qualifications: ‘Earning whilst you learn’:** Apprenticeships are paid positions of employment that must last a minimum of 12 months and can be up to 5 years.
- 1.2 At least 20% of an apprentice’s paid working time must be set aside for ‘off the job’ training:** This is learning that can take a variety of forms such as classroom based or online learning or work-based projects relevant to the apprenticeship.
- 1.3 700 Apprenticeship Standards are available:** These are across all industries and sectors with the level of learning ranging from Level 2 (GCSE) to Level 7 (Master’s Degree).
- 1.4 Definition of ‘Apprentice’ has changed:** The introduction of the Apprenticeship Levy in 2017 not only marked a shift in the way apprenticeships are funded, but it also changed the definition of who is an apprentice, creating two types of apprentice:

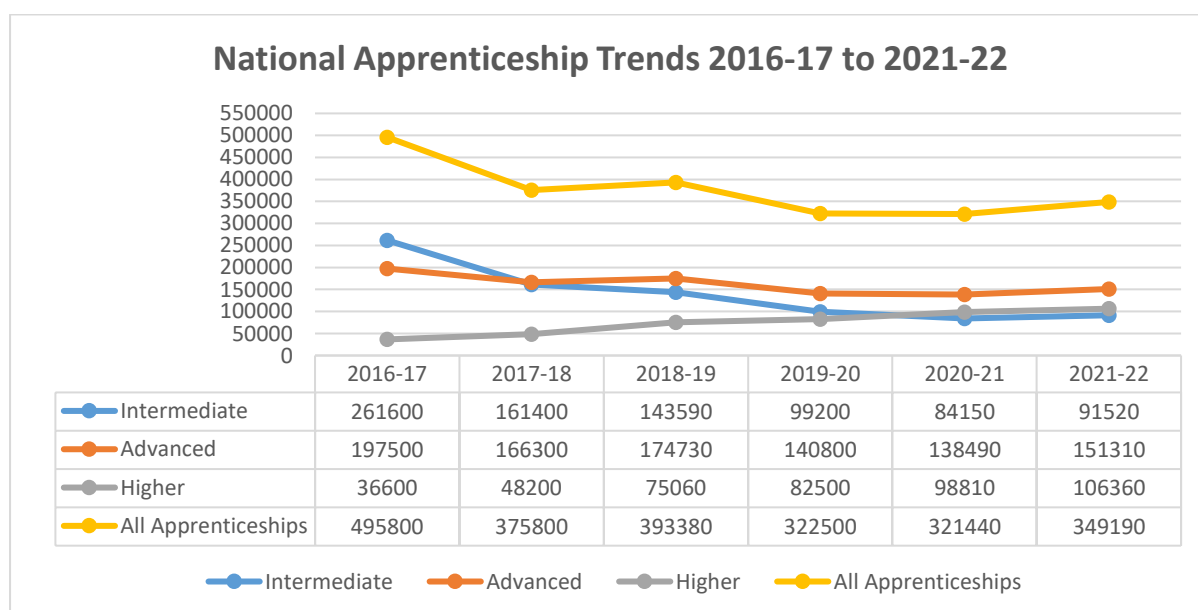
Traditional Apprentices: This is a continuation of the historic understanding of what an apprenticeship is - entry-level positions on apprenticeship contracts.

Employed Apprentices: These are current employees that are utilising the funding available through the Apprenticeship Levy to upskill by undertaking an apprenticeship.

Section 2: Current Apprenticeship Landscape

- 2.1 Overall Apprenticeship starts for England have fallen 30% since 2016/17:** The fall has been sharpest for Intermediate Level Apprenticeships (LV2) which are down 65%. Advanced Level Apprenticeships (LV3) are down as well by 23%.
- 2.2 Higher Level Apprenticeship have increased by 191% since 2016/17:** However, this is from a relatively low starting point - 36,200 Higher Level Apprenticeships were delivered in 2016/17 compared to 261,600 Intermediate Level and 197,500 Advanced Level Apprenticeships. Higher Level Apprenticeships are now more common than Intermediate Level Apprenticeships with 106,360 Higher Level starts in 2021/22 compared with 91,520 Intermediate Level starts.

Table 1- Shows apprenticeship trends for England since 2016/17:



Section 3: Regulatory Reforms and the Apprenticeship Levy

3.1 Apprenticeship Regulatory Reforms: Since 2016/17 there have been a series of regulatory reforms impacting Apprenticeship delivery. These include:

- **Minimum 20% off the Job Training:** Prior to the academic year 2014/15 there was no minimum threshold set for time that an Apprentice needed to spend doing ‘off the job’ training. According to the Resolution Foundation the courses that have seen the largest decline since the regulatory reforms have been those who have ‘offered the fewest hours of training and the ones in which at least 30 per cent of apprentices were unaware that they were – in fact – an apprentice.’¹
- **Change from Apprenticeship Standards to Frameworks:** The Apprenticeship Standards were first introduced in academic year 2014/15 with a plan for them to be phased in and to replace Apprenticeship Frameworks by academic year 2020/21. The phasing in of Apprenticeship Standards is now complete. Compared with Apprenticeship Frameworks, Apprenticeship Standards are intended to be significantly more occupation-focused (rather than qualification-focused), directly developed by employers (instead of sector bodies), with an external end-point assessment (instead of having no final assessment).
- **Increased Course Costs:** Courses delivered under the Apprenticeship Standards are generally longer and with increased training demands. Whilst for Non-Levy Paying employers (SME’s) an Apprentice’s training is 95% funded by the Government the total cost of the training must fall within the set funding limits. There are also caps on the number of courses that can be funded by sector and cost. According to a Learning and Work Institute report in October 2019 these factors led to a potential loss of 75,000 Apprenticeships with Apprenticeship Training Providers often having to turn away SMEs.²

3.2 Apprenticeship Levy: The Apprenticeship Levy was introduced in April 2017 for all employers paying a wage bill of more than £3 million per year (approx. 3% of UK businesses). Employers that meet this criterion are now required to pay 0.5% of their payroll each month as a levy tax. This levy can then be reinvested back into their workforce in the form of Apprenticeship training or transferred to non-levy paying employers.

The Levy has changed Apprentice Delivery in the following ways:

- **Increased numbers of apprentices with Large Employers:** Prior to the introduction of the Apprenticeship Levy and the corresponding regulatory reforms Large Employers employed just over 45% of England’s apprentices. By the end of academic year 2019/20 they employed 62% of England’s apprentices. The shift is shown on **Tables 4 and 5:**

¹ **Resolution Foundation:** ‘Trading Up of Trading Off’, Kathleen Henehan, August 2019

² Learning and Work Institute (2019), Bridging the Gap: Next Steps for the Apprenticeship Levy, October 2019

Table 2: National (England) Apprenticeship Starts by Business Size

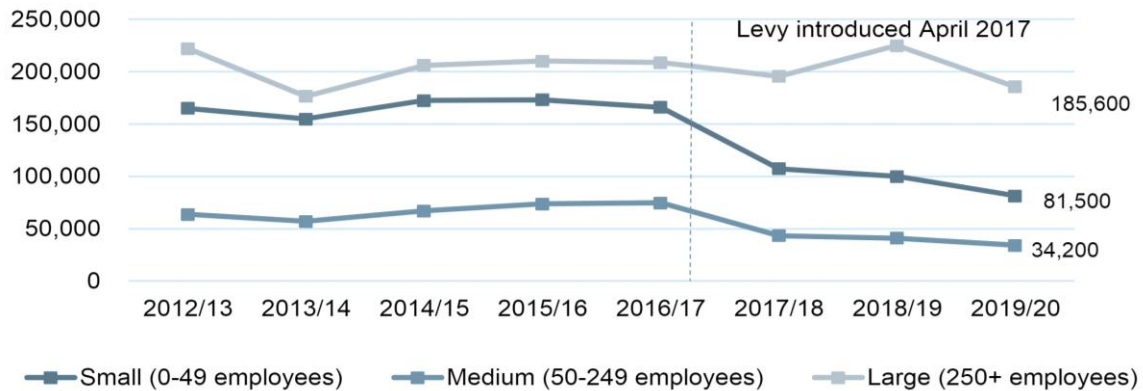
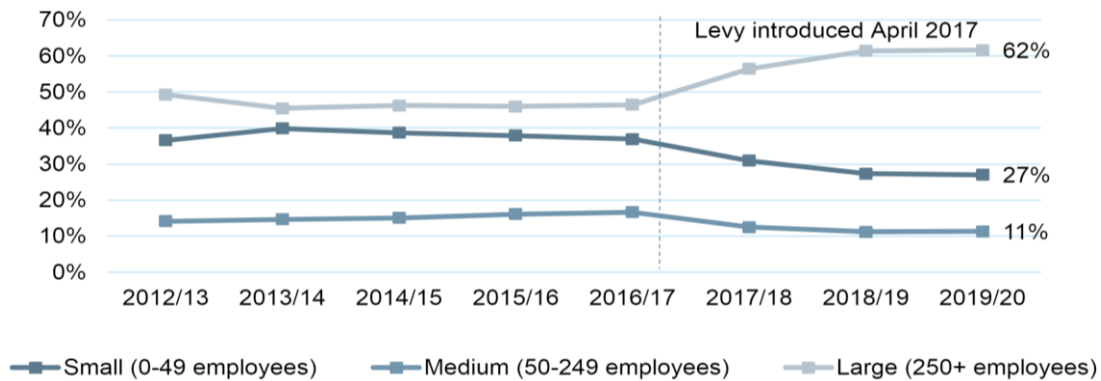


Table 3: National (England) Percentage Change in Apprenticeship Starts by Business Size



- Increased Higher Level Apprenticeships (upgrading):** Since the introduction of the Apprenticeship Levy and the corresponding regulatory reforms, Higher Level Apprenticeships have increased by 191% Nationally and 204% in Coventry. Some of this is due to ‘upgrading’, especially for those aged 25+ who account for both the largest falls in lower-level programmes and at the same time the great majority (59 per cent) of the increase in starts at Level 4 and above.³ There is also some evidence of re-badging of existing training. According to CSJ/YouGov polling one in six levy-paying employers used levy funds to rebadge existing training (17 per cent), or to accredit skills that existing employees already had (18 per cent), in the year prior to being surveyed.⁴

³ Learning and Work Institute (2019), Bridging the Gap: Next Steps for the Apprenticeship Levy, October 2019

⁴ Centre for Social Justice, Trade Secrets: ‘How to reboot apprenticeships and kick-start the recovery’, August 2020

This page is intentionally left blank

Appendix B: National Foundation for Educational Research Report

Lisa Morrison Coulthard, Research Director at the National Foundation for Educational Research (NFER) 8th November 2022

National Apprenticeship Current Position

Significant reforms to the apprenticeship system in the last decade have contributed to a substantial decline in the number of intermediate and advanced apprenticeship starts in recent years, which were exacerbated by the Covid-19 pandemic. While there has been some recovery during the latest academic year, it is not clear to what extent this recovery will be sustained.

Recent **research** notes the disproportionate impact these reforms had on disadvantaged young people as well as Small and Medium Enterprises (SMEs), who play a crucial role in supporting young people to access apprenticeship opportunities). There are several barriers to attracting and retaining young people to intermediate and advanced apprenticeships.

- The minimum apprenticeship wage must be reviewed and the 16-19 bursary fund extended to cover travel costs for apprentices from disadvantaged backgrounds. Our interviews with SMEs highlighted that the minimum apprenticeship wage may be insufficient for some young people to survive on. High travel costs can exacerbate the impact of this low wage, particularly for those from disadvantaged backgrounds, and for those who may not have more specialised opportunities available locally. This barrier will only be intensified by the current cost of living crisis.
- Timely and engaging information provision on intermediate and advanced apprenticeship opportunities to young people, parents, carers and teaching staff must be improved. Our interviews with SMEs highlighted that they are concerned that there is low awareness of apprenticeships among young people which may be a significant barrier to recruitment. Moreover, there are concerns that the longer-term financial and progression benefits of an initially lower-paid apprenticeship are not well understood by young people and so they may be more attracted to initially higher paid but low skilled jobs.
- The SMEs reported that young people applying for intermediate and advanced apprenticeship opportunities often do not have the skills (such as teamwork, good time keeping, flexibility, working accurately and being trustworthy) and work experience which they are looking for. This means that there is a need for employers to invest substantial resource in their development which can particularly impact on the day-to-day running of SMEs. More focus should be given to incentivising employers to offer work experience to young people to aid their transition into employment and ensure they are better able to meet employer requirements.

Employer Response to Apprenticeship Training

It is reported that many employers are disillusioned with Apprenticeships following the reforms, with many citing them as being too complex with levy and non-levy technicalities to understand, the gaps an delays in 'end point assessment' EPAs and that apprenticeships involve too much bureaucracy. Employers also sight the following as drawbacks of apprenticeships:

- **Time-consuming.** Apprentices will need an experienced mentor, which decreases the productivity of that individual. It will take time for the apprentice to master the skills, and this requires consistent feedback. This has been exacerbated following the pandemic, with so many organisations citing many vacancies and not enough staff.
- **Commitment.** Generally, apprentices last at least one year. However, some apprenticeships can last up to four years. Companies cannot always afford the time, personnel, and effort to see the commitment through.

At the recent LSIP round table working event on the 17th March 2023 for Coventry, Warwickshire and the Black Country, a number of employers stated that Apprenticeships were 'too big an ask' of employers and that they were deemed to be too long, too intense, and that employers haven't got the time to support an apprentice. Employers were asking for short sharp modular qualifications for their workforce.



Coventry City Council

Briefing note

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

Date: 6th July 2023

Subject: Work Programme 2023-24

1 Purpose of the Note

- 1.1 To provide Members of the Education and Children's Services Scrutiny Board (2) an opportunity to discuss potential items for the work programme 2023-24

2 Recommendations

- 2.1 The Education and Children's Services Scrutiny Board (2) is recommended to:
- 1) Consider the draft work programme attached at Appendix 1
 - 2) Identify and agree any additional items for the work programme 2023-24

3 Background and Information

- 3.1 The work programme provides a schedule of items for meetings over the coming municipal year. The draft work programme for the Education and Children's Services Scrutiny Board (2) for 2023-24 is attached at Appendix 1.
- 3.2 Scrutiny work programmes are working documents and will adapt and change over the year to react to Members' requirements. Any item agreed at this meeting does not preclude any future amendments to the work programme.

4 Health Inequalities Impact

- 4.1 There is no impact on health inequalities for these recommendations, but Members may want to consider how identified work programme items may impact on health inequalities.

Appendix 1 - Education and Children's Services Scrutiny Board (2) Work Programme 2023-24

Gennie Holmes
Scrutiny Co-ordinator
gennie.holmes@coventry.gov.uk

This page is intentionally left blank

Please see page 2 onwards for background to items

6th July 2023
Service Overview and Priorities Post-16 provision in the city
5th October 2023
Attendance Behaviour and Exclusions Duties
23rd November 2023 21st December 2023 1st February 2024 14th March 2024 18 April 2024 Items for 2023-24
Family Valued Programme – including Reunification Project Family Health and Lifestyles Service – health inequalities Social Worker recruitment and retention Youth Provision in Coventry Coventry Safeguarding Children’s Partnership Annual Report Ofsted Inspection Framework – including SEND Fostering Early Years Saplings Programme Cost of Children’s Placements Task and Finish Group – Autism in Schools
Items taken for information
Adoption Service Annual Reports Holiday Activity Fund

Education and Children's Services Scrutiny Board (2) Work Programme 2023-24

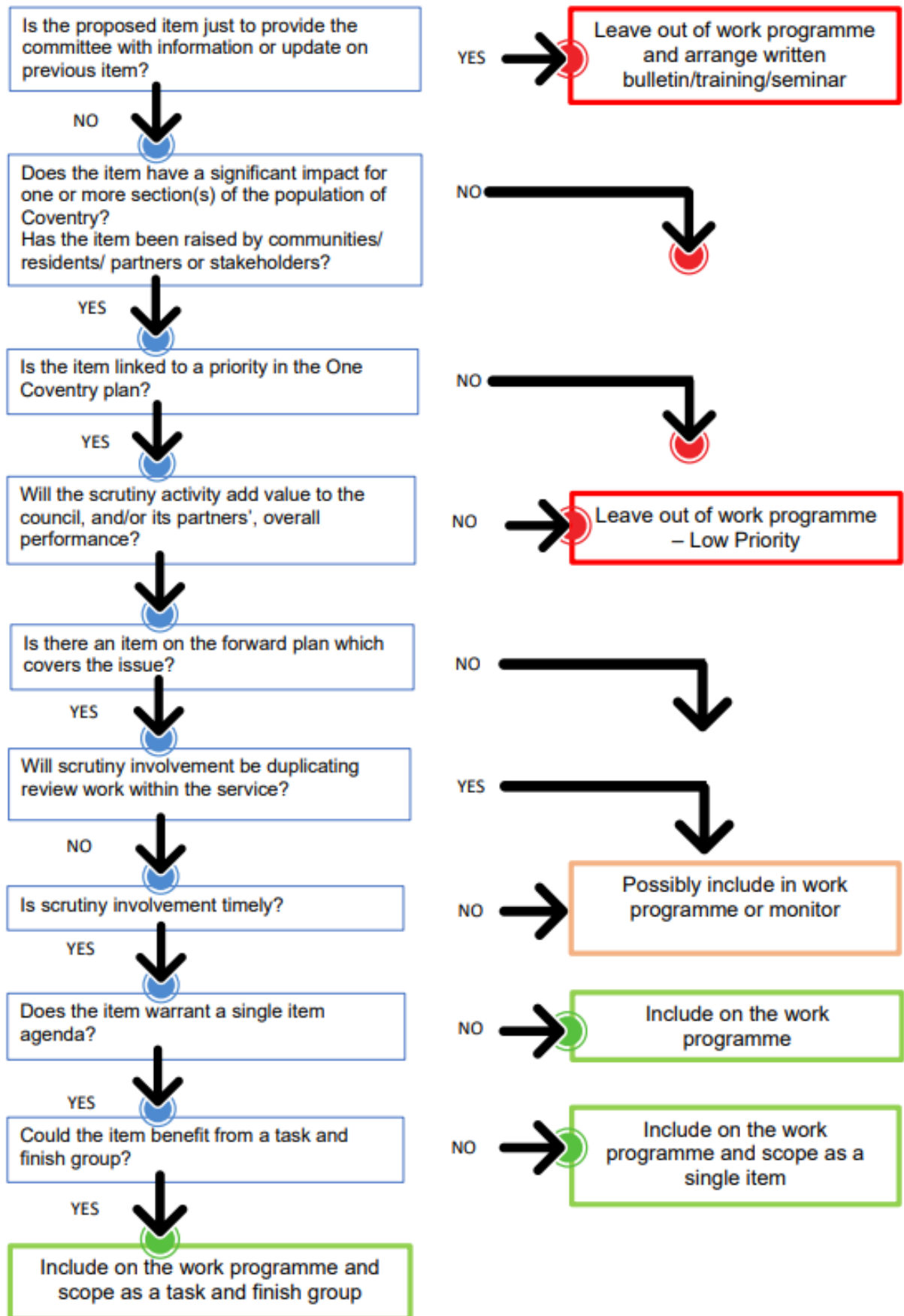
Date	Title	Detail	Cabinet Member/ Lead Officer
6th July 2023	Service Overview and Priorities <ul style="list-style-type: none"> • Education • Children's Services 	An opportunity for the Board to be briefed on the service areas under the scrutiny board portfolio	John Gregg/Kirston Nelson Cllr Sandhu Cllr Seaman
	Post-16 provision in the city	An item referred from Scrucro to consider the range and quality of FE provision across the city, including apprenticeships but to also include work-based learning in schools, as well as opportunities for SEND pupils	Kirston Nelson Cllr Sandhu
5th October 2023	Attendance Behaviour and Exclusions Duties	To consider the implementation of the new duties around attendance, Behaviour and Exclusions	Kirston Nelson Cllr Sandhu
23rd November 2023			
21st December 2023			
1st February 2024			
14th March 2024			
18 April 2024			

Education and Children's Services Scrutiny Board (2) Work Programme 2023-24

Date	Title	Detail	Cabinet Member/ Lead Officer
Items for 2023-24	Family Valued Programme – including Reunification Project	To consider progress and impact on families of the programme, including the Reunification Project	John Gregg Cllr Seaman
	Family Health and Lifestyles Service – health inequalities	To looking in more detail at how the service is tackling health inequalities and targeting services at those in need on a localised basis.	Harbir Nagra Cllr Caan
	Social Worker recruitment and retention	To consider potential financial incentives as a T&F possible link with SB5 Adult Social Care.	John Gregg Cllr Seaman
	Youth Provision in Coventry	How and where we work with outside partners (and specifically the third sector) to deliver it	John Gregg Cllr Seaman
	Coventry Safeguarding Children's Partnership Annual Report	To include picking up the actions requested by the Board – widening work with faith groups, EDI strategy and work with children and young people	Rebekah Eaves Cllr Seaman John Gregg
	Ofsted Inspection Framework – including SEND		
	Fostering	Members requested a more in-depth report on Fostering, including recruiting and supporting foster carers from minority communities	
	Early Years Saplings Programme	Following a report on the Early Years Strategy, Members requested a further item including progress on and more detail on the Saplings Programme	
	Cost of Children's Placements	Referred from Scruco to consider the financial pressures caused by the high cost of children's placements	John Gregg Cllr Seaman
	Task and Finish Group – Autism in Schools	Following a T&F group led by SB5, it was agreed that SB2 would undertake a T&F on the in-depth challenges facing schools in providing support to children, young people and their families who are on the autism assessment pathway.	Jeannette Essex Cllr Sandhu

Date	Title	Detail	Cabinet Member/ Lead Officer
Items taken for information	Adoption Service Annual Reports	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
	Holiday Activity Fund	A delivery progress report	Adrian Coles Cllr Sandhu

Work Programme Decision Flow Chart



This page is intentionally left blank