

# Children and Families Scrutiny Panel

Thursday, 21st April, 2016  
at 5.30 pm

## **PLEASE NOTE TIME OF MEETING**

Conference Room 3 - Civic Centre

This meeting is open to the public

### **Members**

Councillor Keogh (Chair)  
Councillor L Harris  
Councillor Lloyd  
Councillor McEwing  
Councillor O'Neill  
Councillor Painton  
Councillor Spicer  
Mrs U Topp  
Revd. J Williams

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# **PUBLIC INFORMATION**

## **CHILDREN AND FAMILIES SCRUTINY PANEL**

**Role of this Scrutiny Panel:** To undertake the scrutiny of Children and Families Services in the City, including the Multi Agency Safeguarding Hub (MASH), Early Help, Specialist & Core Service, looked after children, education and early years and youth offending services, unless they are forward plan items. In such circumstances members of the Children and Families Scrutiny Panel will be invited to the relevant Overview and Scrutiny Management Committee meeting where they are discussed.

### **Terms Of Reference:-**

Scrutiny of Children and Families Services in the City to include:

- Monitoring the implementation and challenging the progress of the Council's action plan to address the recommendations made by Ofsted following their inspection of Children's Services in Southampton and review of Southampton Local Safeguarding Children Board (LSCB) in July 2014.
- Regular scrutiny of the performance of multi-agency arrangements for the provision of early help and services to children and their families.
- Scrutiny of early years and education including the implementation of the Vision for Learning 2014 – 2024.
- Scrutiny of the development and implementation of the Youth Justice Strategy developed by the Youth Offending Board.
- Referring issues to the Chair of the LSCB and the Corporate Parenting Committee.

### **Public Representations**

At the discretion of the Chair, members of the public may address the meeting on any report included on the agenda in which they have a relevant interest. Any member of the public wishing to address the meeting should advise the Democratic Support Officer (DSO) whose contact details are on the front sheet of the agenda.

**Access** – access is available for the disabled. Please contact the Democratic Support Officer who will help to make any necessary arrangements.

**Mobile Telephones:-** Please switch your mobile telephones to silent whilst in the meeting

### **Business to be Discussed**

Only those items listed on the attached agenda may be considered at this meeting.

**QUORUM** The minimum number of appointed Members required to be in attendance to hold the meeting is 3.

**Smoking policy** – the Council operates a no-

**Use of Social Media:-** The Council supports the video or audio recording of meetings open to the public, for either live or subsequent broadcast. However, if, in the Chair's opinion, a person filming or recording a meeting or taking photographs is interrupting proceedings or causing a disturbance, under the Council's Standing Orders the person can be ordered to stop their activity, or to leave the meeting. By entering the meeting room you are consenting to being recorded and to the use of those images and recordings for broadcasting and or/training purposes. The meeting may be recorded by the press or members of the public. Any person or organisation filming, recording or broadcasting any meeting of the Council is responsible for any claims or other liability resulting from them doing so. Details of the Council's Guidance on the recording of meetings is available on the Council's website.

### **Rules of Procedure**

The meeting is governed by the Council Procedure Rules and the Overview and Scrutiny Procedure Rules as set out in Part 4 of the Constitution.

**Fire Procedure** – in the event of a fire or other

smoking policy in all civic buildings.

emergency a continuous alarm will sound and you will be advised by Council officers what action to take

### Southampton City Council's Priorities

- Jobs for local people
- Prevention and early intervention
- Protecting vulnerable people
- Affordable housing
- Services for all
- City pride
- A sustainable Council

### Dates of Meetings: Municipal Year

2015	2016
3 <sup>rd</sup> September	18 <sup>th</sup> February
22 <sup>nd</sup> October	21 <sup>st</sup> April
17 <sup>th</sup> December	

### DISCLOSURE OF INTERESTS

Members are required to disclose, in accordance with the Members' Code of Conduct, **both** the existence **and** nature of any "Disclosable Pecuniary Interest" or "Other Interest" they may have in relation to matters for consideration on this Agenda.

#### DISCLOSABLE PECUNIARY INTERESTS

A Member must regard himself or herself as having a Disclosable Pecuniary Interest in any matter that they or their spouse, partner, a person they are living with as husband or wife, or a person with whom they are living as if they were a civil partner in relation to:

(i) Any employment, office, trade, profession or vocation carried on for profit or gain.

(ii) Sponsorship:

Any payment or provision of any other financial benefit (other than from Southampton City Council) made or provided within the relevant period in respect of any expense incurred by you in carrying out duties as a member, or towards your election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.

(iii) Any contract which is made between you / your spouse etc (or a body in which the you / your spouse etc has a beneficial interest) and Southampton City Council under which goods or services are to be provided or works are to be executed, and which has not been fully discharged.

(iv) Any beneficial interest in land which is within the area of Southampton.

(v) Any license (held alone or jointly with others) to occupy land in the area of Southampton for a month or longer.

(vi) Any tenancy where (to your knowledge) the landlord is Southampton City Council and the tenant is a body in which you / your spouse etc has a beneficial interests.

(vii) Any beneficial interest in securities of a body where that body (to your knowledge) has a place of business or land in the area of Southampton, and either:

- a) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body, or
- b) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you / your spouse etc has a beneficial interest that exceeds one hundredth of the total issued share capital of that class.

### Other Interests

A Member must regard himself or herself as having an 'Other Interest' in any membership of, or occupation of a position of general control or management in:

Any body to which they have been appointed or nominated by Southampton City Council

Any public authority or body exercising functions of a public nature

Any body directed to charitable purposes

Any body whose principal purpose includes the influence of public opinion or policy

### **Principles of Decision Making**

All decisions of the Council will be made in accordance with the following principles:-

- proportionality (i.e. the action must be proportionate to the desired outcome);
- due consultation and the taking of professional advice from officers;
- respect for human rights;
- a presumption in favour of openness, accountability and transparency;
- setting out what options have been considered;
- setting out reasons for the decision; and
- clarity of aims and desired outcomes.

In exercising discretion, the decision maker must:

- understand the law that regulates the decision making power and gives effect to it. The decision-maker must direct itself properly in law;
- take into account all relevant matters (those matters which the law requires the authority as a matter of legal obligation to take into account);
- leave out of account irrelevant considerations;
- act for a proper purpose, exercising its powers for the public good;
- not reach a decision which no authority acting reasonably could reach, (also known as the "rationality" or "taking leave of your senses" principle);
- comply with the rule that local government finance is to be conducted on an annual basis. Save to the extent authorised by Parliament, 'live now, pay later' and forward funding are unlawful; and
- act with procedural propriety in accordance with the rules of fairness.

## AGENDA

Agendas and papers are now available via the City Council's website

### **1 APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)**

To note any changes in membership of the Panel made in accordance with Council Procedure Rule 4.3.

### **2 DECLARATION OF PARTY POLITICAL WHIP**

Members are invited to declare the application of any party political whip on any matter on the agenda and being scrutinised at this meeting.

### **3 DECLARATIONS OF SCRUTINY INTEREST**

Members are invited to declare any prior participation in any decision taken by a Committee, Sub-Committee, or Panel of the Council on the agenda and being scrutinised at this meeting.

### **4 STATEMENT FROM THE CHAIR**

### **5 MINUTES OF THE PREVIOUS MEETING (INCLUDING MATTERS ARISING)** (Pages 1 - 2)

To approve and sign as a correct record the Minutes of the meetings held on 18th February 2016 and to deal with any matters arising, attached.

### **6 POST 16 EDUCATION AND TRAINING** (Pages 3 - 32)

Report of the Head of Economic Development and Skills providing an overview of post 16 education and training in Southampton.

### **7 CHILDREN AND FAMILIES - PERFORMANCE** (Pages 33 - 42)

Report of the Service Director, Legal and Governance providing an overview of performance across Children and Families Services since January 2016.

### **8 CHILDREN AND FAMILIES SOCIAL WORK WORKFORCE** (Pages 43 - 46)

Report of the Service Director, Children and Families outlining the current position and future plans with regards to workforce development.

### **9 MONITORING SCRUTINY RECOMMENDATIONS** (Pages 47 - 52)

Report of the Service Director, Legal and Governance relating to recommendations made at previous meetings of the Panel.

Wednesday, 13 April 2016

SERVICE DIRECTOR, LEGAL AND  
GOVERNANCE

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CHILDREN AND FAMILIES SCRUTINY PANEL  
MINUTES OF THE MEETING HELD ON 18 FEBRUARY 2016

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Present: Councillors Keogh (Chair), McEwing, O'Neill, Painton and Spicer

Apologies: Councillors L Harris, Lloyd, Mrs U Topp and Revd. J Williams

21. **MINUTES OF THE PREVIOUS MEETING (INCLUDING MATTERS ARISING)**

RESOLVED that the minutes of the meeting held on 17<sup>th</sup> December, 2014 be approved and signed as a correct record.

22. **CHILDREN AND FAMILIES - PERFORMANCE**

The Panel considered the report of the Service Director, Legal and Governance providing an overview of performance across the Children and Families Division since November 2015.

Work was being undertaken to assess the work levels and case numbers within different teams. On occasions the level of pressure of some cases meant that paperwork was not completed promptly and this had an impact on performance information which meant it was not truly reflecting the position.

Another key area that needed attention was the number of agency social workers that were being employed. The level was far too high and work was underway to try and address this.

It was agreed that information relating to staff absences and use of relief staff would be circulated to members and that this information should be compared to other similar authorities

The importance of sustaining improvements and positive levels was a focus for the teams. With costs and spend still needing to be reduced it would be important to look at the level of risk this would create.

It was reported that there were currently a lot of changes with the five principles officers. One would shortly be leave, with another one only on a contract until the summer. It was felt that it would be possible to manage with the three remaining.

Data comparisons were being undertaken with core city neighbours, as part of the workforce planning.

The DfE would be undertaking a half day visit the following week to assess if there have been improvements in relation to care leavers.

23. **POST 16 EDUCATION AND TRAINING**

The Panel considered the report of the Head of Economic Development and Skills providing an overview of post 16 education and training in Southampton.

The details set out in the conclusions and emerging issues were high-lighted to members, especially the progress that had been made in the reduction of NEETS. However the number of care leaves within the group was disproportionately high and needed to be addressed.

Levels of apprenticeships within the City was high and was an area that had been widely promoted.

Concerns were raised about the overall performance at Key Stage 5 pupils. It was necessary to understand which students were remaining within the City post 16 and what impact this was having on the data. There would also be an impact of the students coming in from outside of the City to one of the post 16 provisions. Comprehensive data relating to post 16s was an issue as this was not information held by local authorities.

Principles from schools and colleges would be attending the next meeting.

Questions were asked about how reliable the indicator was, however it was stated that as this was what was used it was necessary to work with it.

It was reported that there were likely to be many changes to post 16 provision in the near future due to funding cuts, together with encouragement from the Government for colleges to review provisions alongside other establishments. Southampton colleges currently have a steering group looking at the issues and were likely to report on their findings in April. Government support for any changes was for a very limited period, which was driving providers to make early decisions.

It was agreed that colleges would be requested to provide information relating to results from re-takes of GCSE English and Maths.

As a local authority it was agreed that there was a role to ensure that the City's children receive the best outcomes. Working with statistical neighbours with good results could help learn lessons on how to achieve this. Within the City the overall Ofsted grade was good however the outcomes statically were low.

It was agreed that it would be beneficial to have a pre-meeting before the next meeting to ensure that the structure was right in order to get the best from the colleges being in attendance.

NOTE: Councillor Keogh declared a personal interest in the matters set out in the report, as a college lecturer and remained in the meeting and took part in the discussion and decision.

#### 24. **MONITORING SCRUTINY RECOMMENDATIONS**

The Panel noted the report of the Service Director, Legal and Governance setting out progress on recommendations made at the previous meeting.



# Agenda Item 6

<b>DECISION-MAKER:</b>		CHILDREN AND FAMILIES SCRUTINY PANEL	
<b>SUBJECT:</b>		POST 16 EDUCATION AND TRAINING	
<b>DATE OF DECISION:</b>		21 APRIL 2016	
<b>REPORT OF:</b>		HEAD OF ECONOMIC DEVELOPMENT AND SKILLS	
<b><u>CONTACT DETAILS</u></b>			
<b>AUTHOR:</b>	<b>Name:</b>	<b>Denise Edghill</b>	<b>Tel:</b> 023 8083 4095
	<b>E-mail:</b>	denise.edghill@southampton.gov.uk	
<b>Director</b>	<b>Name:</b>	<b>Kim drake</b>	<b>Tel:</b> 023 8083 4899
	<b>E-mail:</b>	kim.drake@southampton.gov.uk	
<b>STATEMENT OF CONFIDENTIALITY</b>			
None			
<b>BRIEF SUMMARY</b>			
<p>This report provides an overview of post-16 education and training for Southampton young people including progress, performance, actions undertaken and emerging issues. Principals and Headteachers from the providers of state-funded post 16 education and training in Southampton have been invited to attend the meeting to discuss the issues with the Panel.</p>			
<b>RECOMMENDATIONS:</b>			
	(i)	That the Panel consider and challenge the position relating to post 16 education and training in Southampton with the invited representatives from the state-funded providers of post 16 education and training in Southampton.	
<b>REASONS FOR REPORT RECOMMENDATIONS</b>			
1.	To enable effective scrutiny of outcomes for children and families in Southampton.		
<b>ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</b>			
2.	None.		
<b>DETAIL (Including consultation carried out)</b>			
	<b>Context</b>		
3.	<p>Local Authorities have a statutory responsibility to ensure that there is enough, suitable education and training provision in their area to meet the needs of young people aged 16-19 (and up to 25 for those with learning difficulties or disabilities), and to oversee the provision and take-up of education and training so that young people meet their duty to participate up to age 18. Comparatively, Southampton, as an urban area, is well served with the majority of education and training choices within a reasonable travel to learn distance. The primary role of the Council to date, therefore, has been partnership working to track and support young people's progression and retention in post 16 provision, including those who are at risk of being Not in Education, Employment or Training (NEET); to maximise external resource for local provision for all young people; and to strategically influence Local Enterprise Partnerships (LEPs), government departments, local agencies,</p>		

	businesses and providers to ensure that provision meets the needs of learners and the local labour market. The Council does not have specific responsibility regarding inspection or quality assurance of post-16 provision, but would see its role as a strategic partner to address under- performance if local provision was not of a suitable quality to meet the needs of its young people.																																																
	<b>Cohort and destinations post-16</b>																																																
4.	In 2015, 1,947 pupils attended a year 11 provision within Southampton. The number of young people in this cohort has been reducing over a period of 12 years from 2530 in 2004. It is forecast that the year 11 cohort will reach its minimum size in 2016/17 before increasing from this point onwards.																																																
5.	Every year, the Local Authority tracks the destinations of young people to post-16 provision. In 2015, the number of young people that met their duty to participate in education or training post-16 (under the Raising the Participation Age legislation) was 1893, equating to 94.65%. This was a rise of almost 3% compared to 91.8% in 2014.																																																
6.	As given in table 1, below, the percentage of the cohort in some form of further education has fallen very slightly, so the increase has been made through the percentage into employment with training, along with those in full time training (the way in which employment without training is recorded has changed this year).																																																
7.	The number of young people who left compulsory education and were NEET on the 1 <sup>st</sup> November 2015 has remained similar to 2014. There were 57 (2.85%) young people in this group made up of 47 available for work and 10 not available due to reasons such as becoming parents and illness.																																																
	<p><b>Table 1 - Destinations of Southampton Y11 Leavers 2011-2015</b></p> <table border="1"> <thead> <tr> <th></th> <th>2011</th> <th>2012</th> <th>2013</th> <th>2014</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>FE College/Sixth Form College/School Sixth Form</td> <td>88.3</td> <td>89.2</td> <td>89.2</td> <td>88.2</td> <td>88.15</td> </tr> <tr> <td>Government Supported Training (Non Employed)</td> <td>1.8</td> <td>1.4</td> <td>1.8</td> <td>1.3</td> <td>2.0</td> </tr> <tr> <td>Employment with training (including apprenticeships)<sup>1</sup></td> <td>1.8</td> <td>2.9</td> <td>3.5</td> <td>3.8</td> <td>4.4</td> </tr> <tr> <td>Re-engagement</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>0.1</td> </tr> <tr> <td>Employment without training</td> <td>1.3</td> <td>0.7</td> <td>0.1</td> <td>0.2</td> <td>1.2</td> </tr> <tr> <td>NEET</td> <td>5.0</td> <td>3.2</td> <td>2.5</td> <td>2.8</td> <td>2.85</td> </tr> <tr> <td>Unknown</td> <td>0.9</td> <td>2.2</td> <td>2.4</td> <td>3.1</td> <td>1.3</td> </tr> </tbody> </table> <p>(<sup>1</sup> Included employment with local non-accredited training up until 2014.)</p>		2011	2012	2013	2014	2015	FE College/Sixth Form College/School Sixth Form	88.3	89.2	89.2	88.2	88.15	Government Supported Training (Non Employed)	1.8	1.4	1.8	1.3	2.0	Employment with training (including apprenticeships) <sup>1</sup>	1.8	2.9	3.5	3.8	4.4	Re-engagement	n/a	n/a	n/a	n/a	0.1	Employment without training	1.3	0.7	0.1	0.2	1.2	NEET	5.0	3.2	2.5	2.8	2.85	Unknown	0.9	2.2	2.4	3.1	1.3
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8.	Progression from Southampton schools to employment, training and education post- 16 varied considerably this year. The highest rates of progression to full time education were from St Anne's (98.5%); Regents Park (97%) and Upper Shirley High (96.7%). The highest rate of Apprenticeship progression was from Oasis Lord's Hill (11.2%), Woodlands (9.8%) and Oasis Mayfield (7.5%). Rates of progression to NEET varied from 11.7% at Compass to 0% at St Anne's.																																																
9.	There are marked variances in progression patterns relating to gender and ethnicity. 91.3% of females progressed to full time education against 84.8% of males, whereas apprenticeships progression for males was 5.6% against																																																

	3.3% for females. On the other hand, 96% of black and minority ethnic (BME) young people progressed to full time education against 86.5% of white young people, whilst 2% of BME young people progressed to an apprenticeship against 4.9% white.																																												
	<b>16-18 Education travel to learn</b>																																												
10.	There are three Further Education Colleges in Southampton: Southampton City College, which is a General Further Education (GFE) College delivering a primarily vocational curriculum, Richard Taunton's Sixth Form College and Itchen College that are both Sixth Form Colleges primarily providing an A level, academic curriculum. In addition, two schools have sixth form provision: St Anne's and Bitterne Park.																																												
11.	Young people from Southampton schools attend a variety of educational establishments within and outside of the City, as indicated in Table 2. This year, Richard Taunton's Sixth Form College took 388 young people from Southampton Schools, Itchen College 337 and Southampton City College 334. Numbers progressing to the two Southampton sixth form schools have reduced since 2014. Progression from Southampton schools to Hampshire colleges this year included 275 to Barton Peveril College, 101 to Eastleigh College and 97 to Peter Symonds College. Every year, a number of young people attend Sparsholt College for courses (particularly agriculture/animal care) that are not available in the City.																																												
	<p><b>Table 2 - Progression to educational establishment from Southampton Schools 2015</b></p> <table border="1"> <thead> <tr> <th>Establishment Attended</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Richard Taunton Sixth Form College</td> <td>187</td> <td>201</td> <td>388</td> </tr> <tr> <td>Itchen College</td> <td>142</td> <td>195</td> <td>337</td> </tr> <tr> <td>Southampton City College</td> <td>184</td> <td>150</td> <td>334</td> </tr> <tr> <td>Barton Peveril College</td> <td>136</td> <td>139</td> <td>275</td> </tr> <tr> <td>Eastleigh College</td> <td>62</td> <td>39</td> <td>101</td> </tr> <tr> <td>Peter Symonds College</td> <td>33</td> <td>64</td> <td>97</td> </tr> <tr> <td>St Anne's Sixth Form</td> <td>3</td> <td>53</td> <td>56</td> </tr> <tr> <td>Bitterne Park Sixth Form</td> <td>19</td> <td>25</td> <td>44</td> </tr> <tr> <td>Sparsholt College</td> <td>9</td> <td>25</td> <td>34</td> </tr> <tr> <td>Totton College</td> <td>11</td> <td>17</td> <td>28</td> </tr> </tbody> </table>	Establishment Attended	Male	Female	Total	Richard Taunton Sixth Form College	187	201	388	Itchen College	142	195	337	Southampton City College	184	150	334	Barton Peveril College	136	139	275	Eastleigh College	62	39	101	Peter Symonds College	33	64	97	St Anne's Sixth Form	3	53	56	Bitterne Park Sixth Form	19	25	44	Sparsholt College	9	25	34	Totton College	11	17	28
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12.	Additionally, young people from Hampshire schools attend Southampton colleges. This information is not yet available for 2015, as we rely on information from Hampshire County Council. Indications are that whilst Southampton continues to be a net 'exporter' post-16, the number into and out of the City are similar, and retention in the City is increasing.																																												
	<b>Performance</b>																																												
13.	Southampton FE performance at GCE A level and Level 3 of all state-funded students aged 16 to 18 is lower than the England average across all areas. The gap between Southampton and National has widened in 2015 from 2014 for the Level 3 Average Points Score per student.																																												
14.	Compared to the other 152 Local Authorities, the best ranking overall achieved																																												

	by Southampton was 135th in the “Percentage of students achieving grades AAB or better at A level, all of which are in facilitating subjects”.
15.	Southampton’s Level 3 Average Point Score per student of 617.8 is 63.5 below the Statistical Neighbour average of 681.3. Southampton’s Level 3 Average Points Score per entry (200.8) is 10.9 below the average of its Statistical Neighbours (211.7), which ranks Southampton last against its Statistical Neighbours. Southampton has ranked last against Core Cities in all key indicators measures. A comparison between the performance of Southampton at Key Stage 5 and national and statistical neighbours is attached as Appendix 1.
16.	To enable the Panel to develop a wider understanding of Key Stage 5 performance, attached as Appendices 2 to 8 is the 2015 performance data published by the Department for Education for the state-funded post 16 schools and colleges in Southampton, as well as performance data for the colleges in Hampshire that a significant number of Southampton pupils attend. These are Barton Peveril Sixth Form College, Eastleigh College and Peter Symonds College.
17.	In addition, at the request of the Chair, the Further Education Colleges and schools that have sixth form provision in Southampton have been asked to provide their exam results for English and Maths GCSE re-takes, and the percentage of pupils who do not complete their studies. Finally the colleges and schools were offered the opportunity to provide some additional contextual information to be appended to this report. Information provided by City College and St Anne’s Catholic School and Sixth Form College is shown in Appendices 9 and 10.
	<b>Post-16 Area Reviews</b>
18.	In 2015, the National Audit Office reported on a significant risk in the viability of the FE College sector. There were further concerns regarding the potential impact of the 2015 Comprehensive Spending Review regarding college funding. Therefore, the Department for Business, Innovation and Skills announced a national review of post-16 college provision, to commence in November. Reviews were to be based on LEP areas, and the Solent area was selected to be in the first tranche, to report in April 2016.
19.	The explicit intention of the review is to rationalise the sector and "move towards fewer, often larger, more resilient and efficient providers and more effective collaboration across institution types". The reviews focus on General Further Education and Sixth Form Colleges, although other post-16 providers may choose to opt- in. Reviews are led by a local steering group Chaired by the FE Commissioner, consisting of college Principals and Chairs of Governors, LEPs, Local Authorities, FE and Sixth Form College Commissioners, Regional School Commissioners, Skills Funding Agency, Education Funding Agency.
20.	It is intended that the reviews should deliver: <ul style="list-style-type: none"> <li>• Institutions which are financially viable, sustainable, resilient and efficient, and deliver maximum value for public investment</li> <li>• An offer that meets each area's educational and economic needs</li> <li>• Providers with strong reputations and greater specialisation</li> <li>• Sufficient access to high quality and relevant education and training for all</li> </ul>

	<ul style="list-style-type: none"> <li>Provision which reflects changes in government funding priorities and future demand (including creating the capacity to support the delivery of 3 million apprenticeships).</li> </ul>
21.	Governing bodies will be responsible for deciding whether to accept agreed recommendations in relation to their institutions. There will be national revenue and capital funding for colleges to develop formal collaboration; this will only be available as part of the review, and any colleges which do not propose plans or accept recommendations during the review timescale and subsequently fall into financial hardship will receive no funding support and will be left to insolvency. Separately, there will be national capital funding for the establishment of Institutes of Technology and National Colleges as recommended through the reviews to deliver high level provision.
22.	The three Southampton colleges have been in scope for the Solent review. Three steering group meetings have been held to date, and colleges across the area are considering options for collaboration including shared services, mergers and federations. Sixth Form Colleges will have an additional option of academisation.
23.	Southampton City Council has been fully involved and will consider emerging proposals and recommendations in the light of the needs of young people and outcomes for the City.
	<b>Progression to Higher Education</b>
24.	Local Authorities do not keep destination data to Higher Education (HE) from 18 onwards; this information is held on a national basis via UCAS (and is therefore incomplete as it does not include direct entry to HE for those who do not apply via UCAS.) The national data indicates that access to HE for Southampton residents is 10 percentage points below the national average.
25.	Colleges and school sixth forms keep information on HE progression of their students, where known, and locally they believe this information to be 60% accurate. Southampton Education Forum are undertaking piece of work with Children's Data Team to refine the local information held on HE progression.
	<b>Apprenticeships</b>
26.	Further to an Apprenticeship Scrutiny Inquiry in 2013, the Council has been delivering an Apprenticeship Action Plan to increase the availability and take-up of apprenticeships by employers and young people in the City. Activities have included promotion of apprenticeships in schools and colleges, development of a website, films and promotional materials, recruitment of young people to be Apprenticeship Ambassadors, the introduction of an annual Apprenticeship Awards ceremony, a new Apprenticeship First policy for Council recruitment, and incentives for employers to take Southampton young people from target groups. As a result, Southampton has seen the highest apprenticeship recruitment in the South East.
27.	In 2014/15, there were the following apprenticeship starts in Southampton: 16-18: 470 19-24: 600 25+: 920

28.	<p>The primary occupations were as follows:</p> <table border="1" data-bbox="335 241 1174 658"> <tr> <td>Health, Public Services and Care</td> <td>640</td> </tr> <tr> <td>Business, Administration and Law</td> <td>590</td> </tr> <tr> <td>Retail and Commercial Enterprise</td> <td>330</td> </tr> <tr> <td>Engineering and Manufacturing Technologies</td> <td>200</td> </tr> <tr> <td>Construction, Planning and the Built Environment</td> <td>110</td> </tr> <tr> <td>Leisure, Travel and Tourism</td> <td>50</td> </tr> <tr> <td>Information and Communication Technology</td> <td>40</td> </tr> <tr> <td>Education and Training</td> <td>30</td> </tr> <tr> <td>Agriculture, Horticulture and Animal Care</td> <td>20</td> </tr> <tr> <td>Arts, Media and Publishing</td> <td>10</td> </tr> </table> <p>Some 150 private providers deliver apprenticeships in Southampton.</p>	Health, Public Services and Care	640	Business, Administration and Law	590	Retail and Commercial Enterprise	330	Engineering and Manufacturing Technologies	200	Construction, Planning and the Built Environment	110	Leisure, Travel and Tourism	50	Information and Communication Technology	40	Education and Training	30	Agriculture, Horticulture and Animal Care	20	Arts, Media and Publishing	10
Health, Public Services and Care	640																				
Business, Administration and Law	590																				
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Engineering and Manufacturing Technologies	200																				
Construction, Planning and the Built Environment	110																				
Leisure, Travel and Tourism	50																				
Information and Communication Technology	40																				
Education and Training	30																				
Agriculture, Horticulture and Animal Care	20																				
Arts, Media and Publishing	10																				
<b>Conclusions and emerging issues</b>																					
29.	<p>In Southampton, post-16 education and training has the following strengths:</p> <ul style="list-style-type: none"> <li>• At nearly 95% progression to education post 16, participation by Southampton young people is high</li> <li>• There is a good mix and balance of provision, allowing for learner choice within a reasonable travel to learn area</li> <li>• The percentage of young people who are NEET aged 16-19 is below national average and core cities</li> <li>• The percentage of care leavers aged 18-21 who are NEET is below the national average</li> <li>• Apprenticeship starts are high</li> <li>• The economy is buoyant with key strengths, enabling good vocational options</li> </ul>																				
30.	<p>However, there are the following challenges:</p> <ul style="list-style-type: none"> <li>• Performance at Key Stage 5, on all measures, is low. In 2015 Southampton ranked 144<sup>th</sup> out of 150 local authorities on the Level 3 average point score per student, and 149<sup>th</sup> out of 150 for Level 3 average point score per entry.</li> <li>• Progression to Higher Education for Southampton young people is 10% below the national average; however, detailed local information is not held, and further work could be undertaken to understand patterns of progression for cohorts of young people in the city.</li> <li>• Progression varies by cohort (e.g. there is a higher progression to full time education by girls and BME communities)</li> <li>• Care leaver NEET percentage, whilst 5% below national average, is disproportionate to wider population</li> <li>• College structures and delivery may be disrupted whilst the post-16 review is implemented</li> <li>• Careers guidance is inconsistent</li> <li>• The Authority is reliant on externally funded support services for those at greatest risk NEET; however, funding and services are reducing.</li> </ul>																				

<b>RESOURCE IMPLICATIONS</b>	
<b><u>Capital/Revenue</u></b>	
31.	None as a result of this report.
<b><u>Property/Other</u></b>	
32.	None as a result of this report.
<b>LEGAL IMPLICATIONS</b>	
<b><u>Statutory power to undertake proposals in the report:</u></b>	
33.	The duty to undertake overview and scrutiny is set out in Part 1A Section 9 of the Local Government Act 2000.
<b><u>Other Legal Implications:</u></b>	
34.	None as a result of this report.
<b>POLICY FRAMEWORK IMPLICATIONS</b>	
35.	Post 16 education and training in Southampton will have a significant impact on the council achieving its priorities. In particular the following priority: <ul style="list-style-type: none"> <li>Jobs for local people</li> </ul>
<b>KEY DECISION</b>	No
<b>WARDS/COMMUNITIES AFFECTED:</b>	None directly as a result of this report
<b><u>SUPPORTING DOCUMENTATION</u></b>	
<b>Appendices</b>	
1.	Headline Results Briefing
2.	DFE KS5 performance measures 2015 – A level results
3.	DFE KS5 performance measures 2015 – A level progress
4.	DFE KS5 performance measures 2015 – Academic Results
5.	DFE KS5 performance measures 2015 – Academic Progress
6.	DFE KS5 performance measures 2015 – Vocational results
7.	DFE KS5 performance measures 2015 – Vocational Progress
8.	DFE KS5 performance measures 2015 – Cohort Information
9.	City College submission
10.	St Anne’s Catholic School and Sixth Form – Requested information
<b>Documents In Members’ Rooms</b>	
1.	None
<b>Equality Impact Assessment</b>	
Do the implications/subject of the report require an Equality and Safety Impact Assessments (ESIA) to be carried out.	No

<b>Privacy Impact Assessment</b>		
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.		No
<b>Other Background Documents</b> <b>Equality Impact Assessment and Other Background documents available for inspection at:</b>		
Title of Background Paper(s)		Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None	



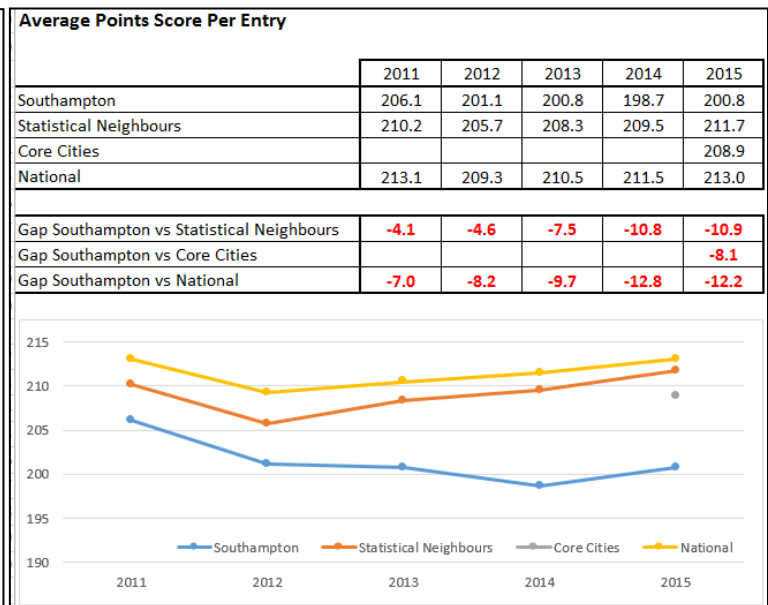
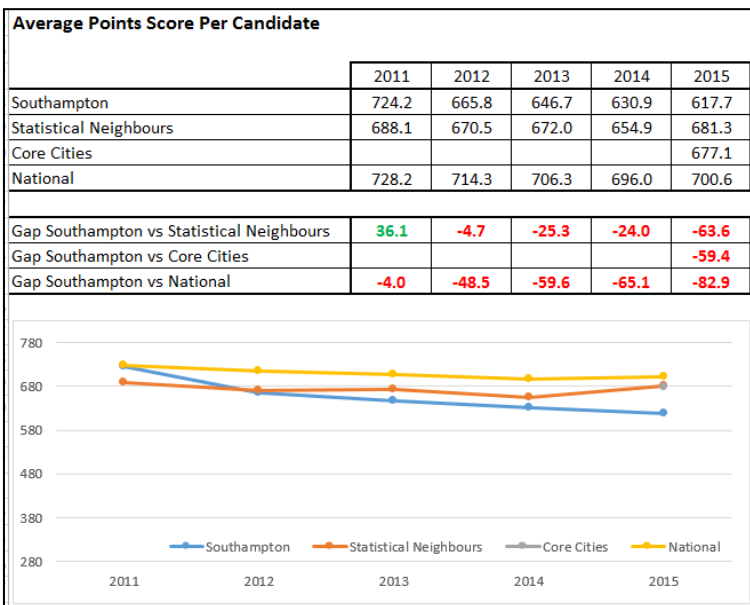
The DfE issued a revised Statistical Release on 21/01/2016 to coincide with the publication of the Key Stage 5 School and College Performance Tables. The coverage of this release is 16 to 18 year old students at the start of their final year of post-16 study in schools and colleges in England. The information is based on data collated for the 2015 School and College Performance Tables and covers achievements in all Level 3 qualifications.

The National and Southampton average reported on within this briefing note is the state funded schools and college average which includes state-funded mainstream schools, academies, free schools, maintained special schools and FE sector colleges but excludes independent sector schools and pupil referral units.

### Headlines

- **Southampton's Level 3 Average Point Score per student in 2015 was 617.8, a decrease of 13.1 from 630.9 in 2014. Nationally, the Level 3 Average Point Score per student increased 4.6 to 700.6 in 2015 from 2014 (696.0). The gap between Southampton and National has increased and is now 82.8 points, an increase of 17.7 points from 2014 where the gap was 65.1 points. Southampton's Level 3 Average Point Score per student in 2015 achieved a National rank of 144<sup>th</sup> out of 150 Local Authorities.**
- **For Southampton, the Level 3 Average Point Score per entry was 200.8 in 2015, a 2.1 increase from 2014 (198.7). National average point score per entry was 213.0 in 2015, an increase of 1.5 from the 211.5 achieved in 2014. Where National average increased by 1.5 in 2015 and Southampton average increased by 2.1 in 2015, the gap between Southampton and National has decreased and Southampton is now 12.2 points below the National average, a closing of the gap by 0.6 points from 2014 (12.8). Southampton ranks as 149<sup>th</sup> out of 150 Local Authorities for Level 3 Average Point Score.**
- **The percentage of students achieving grades AAB or better at A level or Applied single/double award A level in Southampton (5.9%) is 10.0% below National (15.9%), ranking Southampton 148<sup>th</sup> out of 150 Local Authorities.**
- **The percentage of students achieving grades AAB or better at A level, of which at least two are in facilitating subjects is 3.7%, 8.1% below National at 11.8%. Facilitating subjects include: Biology, Chemistry, Physics, Mathematics, Further Mathematics, Geography, History, English Literature, Modern and Classical Languages.**

### KS5 Key Indicator Trends 2011 – 2015



## Good news

- The Southampton gap to National for Level 3 Average Points Score per entry has narrowed by 0.6 from 12.8 in 2014 (Southampton – 198.7, National – 211.5) to 12.2 in 2015 (Southampton – 200.8, National – 213.0).

## Areas to Improve on

- Southampton's performance at GCE A level and Level 3 results of all state-funded students aged 16 to 18 is lower than National across all areas.
- The gap between Southampton and National has widened in 2015 for the Level 3 Average Points Score per student and is the largest it has been in five years.
- Compared to the other 152 Local Authorities, the best ranking overall achieved by Southampton was 135<sup>th</sup> in the "Percentage of students achieving grades AAB or better at A level, all of which are in facilitating subjects".
- Southampton's Level 3 Average Point Score per student of 617.8 is 63.5 below the Statistical Neighbour average of 681.3. Southampton's Level 3 Average Points Score per entry (200.8) is 10.9 below the average of its Statistical Neighbours (211.7), which ranks Southampton last against its Statistical Neighbours.
- Southampton has ranked last against Core Cities in all key indicators measures.

**For further details please contact the Children's Data Team on 02380 83 3801 / 02380 83 3129; E-mail [educationanalysis@southampton.gov.uk](mailto:educationanalysis@southampton.gov.uk)**

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# School and college performance tables

Performance Tables Data

Find a school by

Schools/Colleges

Show map

Search

**16+** Schools Results for your selection (2015)

KS5 2015 Results | Pupil Absence | 2014-15 Finance | November 2014 School Workforce Census | 2014/15 School/college Characteristics | Ofsted

Performance measures



**A level Results** | A level Progress | Academic Results | Academic Progress | Vocational Results | Vocational Progress | Cohort Information

KS5 2015 Results / Performance measures - Sorted by School name, in ascending order.

KS5 2015 Results data last updated on 30 Mar 2016

Click on headings to sort figures in ascending/descending order. Schools without data will be displayed below those with data.

Displaying 1 - 8 of 8 schools.

▲ School/College name	School/College Type	Average point score per			% of A level students achieving			
		A level entry	A level entry expressed as a grade	A level student (full-time equivalent)	at least 3 A levels at A*-E	at least 2 A levels at A*-E	at least 1 A level at A*-E	grades AAB or higher in at least 2 facilitating subjects
<b>England - all schools and colleges</b>		216.1	C+	778.3	78.7%	92.2%	99.6%	14.7%
<b>England - state funded schools and colleges</b>		211.9	C	763.9	77.2%	91.5%	99.6%	11.8%
<b>Schools/colleges</b> (tick the box next to a school/college to select it for comparison - once you have selected all required schools/colleges click here: <b>Compare</b> )								
<input type="checkbox"/> Barton Peveril Sixth Form College	Sixth Form College	206.8	C	755.1	74%	91%	100%	7%
<input type="checkbox"/> Bitterne Park School	Community School	211.2	C	587.0	55%	81%	100%	0%
<input type="checkbox"/> Eastleigh College	General Further Education College	NE	NE	NE	NE	NE	NE	NE
<input type="checkbox"/> Itchen College	Sixth Form College	195.6	C-	647.4	52%	74%	98%	2%
<input type="checkbox"/> Peter Symonds College	Further Education Sector Institution	216.1	C+	961.3	93%	98%	100%	22%
<input type="checkbox"/> Richard Taunton Sixth Form College	Sixth Form College	194.6	D+	695.1	67%	88%	98%	5%
<input type="checkbox"/> St Anne's Catholic School	Academy - Converter Mainstream	217.4	C+	791.2	98%	100%	100%	6%
<input type="checkbox"/> Southampton City College	General Further Education College	NE	NE	NE	NE	NE	NE	NE

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# School and college performance tables

Performance Tables Data

Find a school by   1 mile

Schools/Colleges

Search

**16+** Schools Results for your selection (2015)

- KS5 2015 Results
- Pupil Absence
- 2014-15 Finance
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- 2014/15 School/college Characteristics
- Ofsted

**Performance measures**



A level Results | **A level Progress** | Academic Results | Academic Progress | Vocational Results | Vocational Progress | Cohort Information

KS5 2015 Results / Performance measures - Sorted by **School name**, in ascending order.

KS5 2015 Results data last updated on 30 Mar 2016

Click on headings to sort figures in ascending/descending order. Schools without data will be displayed below those with data.

Displaying 1 - 8 of 8 schools.

▲ School/College name	A level Value Added measure			
	Value Added score	confidence limit		Number of A level entries
		Lower	Upper	
<b>England - all schools and colleges</b>	NA	NA	NA	NA
<b>England - state funded schools and colleges</b>	NA	NA	NA	NA
<b>Schools</b> (tick the box next to a school/college to select it for comparison - once you have selected all required schools/colleges click here: <a href="#">Compare</a> )				
<input type="checkbox"/> Barton Peveril Sixth Form College	-0.01	-0.04	0.02	4457
<input type="checkbox"/> Bitterne Park School	-0.10	-0.24	0.04	79
<input type="checkbox"/> Eastleigh College	NA	NA	NA	NA
<input type="checkbox"/> Itchen College	-0.17	-0.23	-0.10	742
<input type="checkbox"/> Peter Symonds College	0.08	0.06	0.10	8326
<input type="checkbox"/> Richard Taunton Sixth Form College	-0.12	-0.19	-0.06	876
<input type="checkbox"/> St Anne's Catholic School	0.22	0.11	0.34	196
<input type="checkbox"/> Southampton City College	NA	NA	NA	NA
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# School and college performance tables

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**16+** **Schools Results** for your selection (2015)

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- Ofsted

**Performance measures**



A level Results | A level Progress | **Academic Results** | Academic Progress | Vocational Results | Vocational Progress | Cohort Information

KS5 2015 Results / Performance measures - Sorted by **School name**, in ascending order.

KS5 2015 Results data last updated on 30 Mar 2016

Click on headings to sort figures in ascending/descending order. Schools without data will be displayed below those with data.

Displaying 1 - 8 of 8 schools.

▲ School/College name	Average point score per			% of academic students achieving qualifications equivalent to		
	academic entry	academic entry expressed as a grade	academic student (full-time equivalent)	at least 3 A levels at A*-E	at least 2 A levels at A*-E	at least 1 A level at A*-E
<b>England - all schools and colleges</b>	216.4	C+	785.5	79.3%	92.4%	99.6%
<b>England - state funded schools and colleges</b>	212.1	C	768.0	77.4%	91.6%	99.6%
<b>Schools/colleges</b> (tick the box next to a school/college to select it for comparison - once you have selected all required schools/colleges click here: <b>Compare</b> )						
<input type="checkbox"/> Barton Peveril Sixth Form College	207.7	C	759.3	74%	91%	100%
<input type="checkbox"/> Bitterne Park School	211.3	C	587.7	55%	81%	100%
<input type="checkbox"/> Eastleigh College	NE	NE	NE	NE	NE	NE
<input type="checkbox"/> Itchen College	195.8	C-	648.1	52%	74%	98%
<input type="checkbox"/> Peter Symonds College	216.7	C+	964.8	93%	98%	100%
<input type="checkbox"/> Richard Taunton Sixth Form College	195.4	C-	698.7	67%	88%	98%
<input type="checkbox"/> St Anne's Catholic School	218.2	C+	795.4	98%	100%	100%
<input type="checkbox"/> Southampton City College	NE	NE	NE	NE	NE	NE
<b>Displaying 1 - 8 of 8 schools</b>						

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# School and college performance tables

Performance Tables Data

Find a school by

Schools/Colleges

Search

**16+** Schools Results for your selection (2015)

[KS5 2015 Results](#) | 
 [Pupil Absence](#) | 
 [2014-15 Finance](#) | 
 [November 2014 School Workforce Census](#) | 
 [2014/15 School/college Characteristics](#) | 
 [Ofsted](#)

**Performance measures**



[A level Results](#) | 
 [A level Progress](#) | 
 [Academic Results](#) | 
 **[Academic Progress](#)** | 
 [Vocational Results](#) | 
 [Vocational Progress](#) | 
 [Cohort Information](#)

KS5 2015 Results / Performance measures - Sorted by School name, in ascending order.

KS5 2015 Results

data last updated on 30 Mar 2016

Click on headings to sort figures in ascending/descending order. Schools without data will be displayed below those with data.

Displaying 1 - 8 of 8 schools.

▲ School/College name	Academic Value Added measure			
	Value Added score	confidence limit		Number of academic entries
		Lower	Upper	
<b>England - all schools and colleges</b>	NA	NA	NA	NA
<b>England - state funded schools and colleges</b>	NA	NA	NA	NA
<b>Schools/colleges</b> (tick the box next to a school/college to select it for comparison - once you have selected all required schools/colleges click here: <a href="#">Compare</a> )				
<input type="checkbox"/> Barton Peveril Sixth Form College	0.00	-0.03	0.03	4820
<input type="checkbox"/> Bitterne Park School	-0.10	-0.24	0.04	80
<input type="checkbox"/> Eastleigh College	NA	NA	NA	NA
<input type="checkbox"/> Itchen College	-0.17	-0.23	-0.10	744
<input type="checkbox"/> Peter Symonds College	0.08	0.06	0.11	8632
<input type="checkbox"/> Richard Taunton Sixth Form College	-0.12	-0.18	-0.06	909
<input type="checkbox"/> St Anne's Catholic School	0.23	0.12	0.34	206
<input type="checkbox"/> Southampton City College	NA	NA	NA	NA

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# School and college performance tables

Performance Tables Data

Find a school by

Schools/Colleges

Search

**16+** Schools Results for your selection (2015)

- KS5 2015 Results
- Pupil Absence
- 2014-15 Finance
- November 2014 School Workforce Census
- 2014/15 School/college Characteristics
- Ofsted

**Performance measures**



A level Results | A level Progress | Academic Results | Academic Progress | **Vocational Results** | Vocational Progress | Cohort Information

KS5 2015 Results / Performance measures - Sorted by **School name**, in ascending order.

KS5 2015 Results data last updated on 30 Mar 2016

Click on headings to sort figures in ascending/descending order. Schools without data will be displayed below those with data.

▲ School/College name	Average point score per			% of vocational students achieving		
	vocational entry	vocational entry expressed as a grade	vocational student (full-time equivalent)	at least 3 substantial vocational qualifications	at least 2 substantial vocational qualifications	at least 1 substantial vocational qualification
<b>England - all schools and colleges</b>	219.5	Dist-	577.4	47.5%	65.8%	99.9%
<b>England - state funded schools and colleges</b>	219.4	Dist-	576.9	47.6%	65.8%	99.9%
<b>Schools/colleges</b> (tick the box next to a school/college to select it for comparison - once you have selected all required schools/colleges click here: <b>Compare</b> )						
<input type="checkbox"/> Barton Peveril Sixth Form College	241.2	Dist+	713.6	13%	41%	100%
<input type="checkbox"/> Bitterne Park School	204.4	Merit+	472.8	0%	42%	100%
<input type="checkbox"/> Eastleigh College	205.3	Merit+	487.8	45%	57%	100%
<input type="checkbox"/> Itchen College	217.7	Dist-	578.1	15%	59%	100%
<input type="checkbox"/> Peter Symonds College	241.5	Dist+	706.8	14%	48%	100%
<input type="checkbox"/> Richard Taunton Sixth Form College	211.8	Dist-	602.6	48%	63%	100%
<input type="checkbox"/> St Anne's Catholic School	NE	NE	NE	NE	NE	NE
<input type="checkbox"/> Southampton City College	197.5	Merit	392.8	29%	42%	100%

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Appendix 7

# School and college performance tables

Performance Tables Data

Find a school by

Schools/Colleges

Search

**16+** Schools Results for your selection (2015)

- KS5 2015 Results
- Pupil Absence
- 2014-15 Finance
- November 2014 School Workforce Census
- 2014/15 School/college Characteristics
- Ofsted

**Performance measures**



A level Results | A level Progress | Academic Results | Academic Progress | Vocational Results | **Vocational Progress** | Cohort Information

KS5 2015 Results / Performance measures - Sorted by **School name**, in ascending order.

**KS5 2015 Results**

data last updated on **30 Mar 2016**

Click on headings to sort figures in ascending/descending order.  
 Schools without data will be displayed below those with data.

Displaying 1 - 8 of 8 schools.

▲ School/College name	Value Added score	Vocational Value Added measure		Number of vocational entries
		confidence limit		
		Lower	Upper	
<b>England - all schools and colleges</b>	NA	NA	NA	NA
<b>England - state funded schools and colleges</b>	NA	NA	NA	NA
<b>Schools/colleges</b> (tick the box next to a school/college to select it for comparison - once you have selected all required schools/colleges click here: <b>Compare</b> )				
<input type="checkbox"/> Barton Peveril Sixth Form College	0.08	-0.02	0.18	324
<input type="checkbox"/> Bitterne Park School	-0.32	-0.73	0.09	12
<input type="checkbox"/> Eastleigh College	-0.26	-0.39	-0.14	177
<input type="checkbox"/> Itchen College	-0.09	-0.19	0.02	312
<input type="checkbox"/> Peter Symonds College	0.27	0.09	0.45	105
<input type="checkbox"/> Richard Taunton Sixth Form College	-0.30	-0.43	-0.17	229
<input type="checkbox"/> St Anne's Catholic School	NA	NA	NA	NA
<input type="checkbox"/> Southampton City College	-0.44	-0.58	-0.31	137

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# School and college performance tables

Performance Tables Data

Find a school by   1 mile

Schools/Colleges

Search

**16+** Schools Results for your selection (2015)

[KS5 2015 Results](#) | 
 [Pupil Absence](#) | 
 [2014-15 Finance](#) | 
 [November 2014 School Workforce Census](#) | 
 [2014/15 School/college Characteristics](#) | 
 [Ofsted](#)

Performance measures



[A level Results](#) | 
 [A level Progress](#) | 
 [Academic Results](#) | 
 [Academic Progress](#) | 
 [Vocational Results](#) | 
 [Vocational Progress](#) | 
 **Cohort Information**

KS5 2015 Results / Performance measures - Sorted by **School name**, in ascending order.

KS5 2015 Results data last updated on 30 Mar 2016

Click on headings to sort figures in ascending/descending order. Schools without data will be displayed below those with data.

Displaying 1 - 8 of 8 schools.

▲ School/College name	Number of students					Number of full-time equivalent students		
	aged 16-18	at the end of KS5 study	at the end of A level study	at the end of academic study	at the end of vocational study	at the end of A level study	at the end of academic study	at the end of vocational study
<b>England - all schools and colleges</b>	NA	NA	NA	NA	NA	NA	NA	NA
<b>England - state funded schools and colleges</b>	NA	NA	NA	NA	NA	NA	NA	NA
<b>Schools/colleges</b> (tick the box next to a school/college to select it for comparison - once you have selected all required schools/colleges click here: <a href="#">Compare</a> )								
<input type="checkbox"/> Barton Peveril Sixth Form College	2864	1231	1146	1146	310	1031.0	1060.0	171.0
<input type="checkbox"/> Bitterne Park School	123	35	31	31	12	27.3	27.4	7.6
<input type="checkbox"/> Eastleigh College	1330	260	NE	NE	260	NE	NE	260.0
<input type="checkbox"/> Itchen College	1377	415	294	294	240	240.7	240.9	174.1
<input type="checkbox"/> Peter Symonds College	3710	1731	1700	1700	99	1655.0	1674.5	56.5
<input type="checkbox"/> Richard Taunton Sixth Form College	1035	370	241	241	194	212.9	215.6	154.4
<input type="checkbox"/> St Anne's Catholic School	114	48	48	48	NE	47.3	48.0	NE
<input type="checkbox"/> Southampton City College	1256	171	NE	NE	171	NE	NE	171.0

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## 1. Vocational Qualifications and the Performance Tables

- Last year City College taught 1256 students between the age of 16 and 18. However, only 171 were deemed under these rules to be at the end of Key Stage 5 (13.6% of all our students)
- City College does not currently offer A levels, therefore there is no data in the tables for the College on these tabs
- Not all Level 3 qualifications are included by the DfE in the tables, even in some cases when they are accepted and valued by universities and employers.
- Students taking vocational qualifications such as Hospitality, Motor Vehicle and Construction are not included, because the DfE is working on how to include them for this type of study. A new system will be used to report on results from the summer of 2016. This will include more students, although it is not clear exactly how many at this point.
- To date the performance tables have not been a useful tool for General Further Education Colleges

## 2. Apprenticeships:

Young people who have become apprentices, do not show in the DfE figures. Below are City College outcomes for those who started an apprenticeship when they were 18 or under.

	Leavers	Success %	National Average
2013	276	63.8%	
2014	272	76.4%	
2015	271	74.2%	71.9%

## 3. English and Maths at City College:

- Prior to 2014/15 all students with low GCSE results in English and Maths studied one Functional Skill per year, whilst at College. This could be English, Maths or ICT.
- In 2014/15 (last year) all students without English and Maths at GCSE Grade C, were required to study both subjects in one year. If the student had a D at GCSE they were required to study GCSE again, rather than a Functional Skill.
- 53% of 16 to 18 year olds last year did not have English and/or Maths GCSE at Grade C on entry to the College (nationally the average was 44.5%).
- This year this is 63% of this group of students.

### GCSE results: English and Maths

	Entrants	Success %
2013	2	100%
2014	57	71.9%
2015	203	68.5%

NB: These figures are from SFA tables, where A to G is a pass

The GCSE pass figures for 2015 were: English 11%, Maths 21%. This is in comparison to the national averages for 17 year olds, who gained a C or higher, in 2015 which were: English 35.1% and Maths 35.8%

#### Functional Skills: English

	2013		2014		2015	
	Entrants	Success %	Entrants	Success %	Entrants	Success %
Entry Level	475	86.5	348	85.1	234	86.3
Level 1	330	73.3	431	68.4	368	65.8
Level 2	71	84.5	335	77.6	294	58.5

#### Functional Skills: Maths

	2013		2014		2015	
	Entrants	Success %	Entrants	Success %	Entrants	Success %
Entry Level	402	92.8	417	85.9	326	90.5
Level 1	250	48.8	512	57.6	394	41.9
Level 2	69	78.3	180	52.2	284	35.9

#### 4. Retention:

16-18 year old students:

- 14/15 - 89.1%
- 15/16 - 93.1% year to date

#### 5. Actual Destinations:

This data is for 16-18 year olds, who were finishing their study programme in the summer of 2015 (1,283). We ask students what they are planning to do in the summer term, we then follow up and check what they are actually doing in Nov/Dec.

- 56% continued to study at City College

Of those who left:

- 31% were in full-time work
- 17% were in part-time work
- 17% were not in any employment or education (NEET)
- 14% are studying elsewhere
- 8% went into Apprenticeships
- 6% went into HE

Those identified as NEET were contacted to offer them Apprenticeship guidance or IAG for another course.

**Note:**

All outcome figures here are success rates, not pass rates (as in DfE tables or A level results day figures). We use success rates, as this is the measure for post-16 providers.

e.g. 90% of students were retained, of these 90% passed their qualification - 80% success rate.

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## **St. Anne's Catholic School and Sixth Form College**

### **Exam results for English and Maths GCSE re-takes for 2013, 2014 and 2015**

- 2013: 3 students retook English in the November series – 2 passed with a C grade, one got a D. No-one retook maths.
- 2014: 3 students retook Maths in the Nov series – 2 passed with a C, one got a D. No-one retook English.
- 2015: 4 students resat maths. 3 passed, the other continues to retake. None retook English.
- 2015-2016: Currently, two students are retaking maths (including the one from last year). One has already passed, the other is being re-entered. None are retaking English.

### **The percentage of pupils who do not complete their studies ('drop out' statistics for 2013, 2014 and 2015)**

- 2013: 6% (124 starts, 117 completions)
- 2014: 3% (141 starts, 137 completions)
- 2015: 7% (114 starts, 106 completions)

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# Agenda Item 7

<b>DECISION-MAKER:</b>	CHILDREN AND FAMILIES SCRUTINY PANEL		
<b>SUBJECT:</b>	CHILDREN AND FAMILIES - PERFORMANCE		
<b>DATE OF DECISION:</b>	21 APRIL 2016		
<b>REPORT OF:</b>	SERVICE DIRECTOR – LEGAL AND GOVERNANCE		
<b><u>CONTACT DETAILS</u></b>			
<b>AUTHOR:</b>	<b>Name:</b>	<b>Mark Pirnie</b>	<b>Tel:</b> 023 8083 3886
	<b>E-mail:</b>	Mark.pirnie@southampton.gov.uk	
<b>Director</b>	<b>Name:</b>	<b>Richard Ivory</b>	<b>Tel:</b> 023 8083 2794
	<b>E-mail:</b>	Richard.ivory@southampton.gov.uk	
<b>STATEMENT OF CONFIDENTIALITY</b>			
None			
<b>BRIEF SUMMARY</b>			
At the meeting the Service Director, Children and Families will be providing the Panel with an overview of performance across the division since January 2016.			
<b>RECOMMENDATIONS:</b>			
	(i)	That the Panel consider and challenge the performance of Children and Family Services in Southampton.	
<b>REASONS FOR REPORT RECOMMENDATIONS</b>			
1.	To enable effective scrutiny of children and family services in Southampton.		
<b>ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</b>			
2.	None.		
<b>DETAIL (Including consultation carried out)</b>			
3.	To enable the Panel to undertake their role effectively members will be provided with appropriate performance information on a monthly basis and an explanation of the measures.		
4.	Performance information up to March 2016 is attached as Appendix 1. An explanation of the significant variations in performance will be provided at the meeting.		
5.	The Service Director, Children and Families has been invited to attend the meeting and provide the performance overview.		
<b>RESOURCE IMPLICATIONS</b>			
<b><u>Capital/Revenue</u></b>			
6.	None.		
<b><u>Property/Other</u></b>			
7.	None.		
<b>LEGAL IMPLICATIONS</b>			
<b><u>Statutory power to undertake proposals in the report:</u></b>			
8.	The duty to undertake overview and scrutiny is set out in Part 1A Section 9 of		

	the Local Government Act 2000.
<b><u>Other Legal Implications:</u></b>	
9.	None
<b>POLICY FRAMEWORK IMPLICATIONS</b>	
10.	Improving the effectiveness of the political scrutiny of children's safeguarding will help contribute to the following priorities within the Council Strategy: <ul style="list-style-type: none"> <li>• Protecting vulnerable people</li> <li>• Prevention and early intervention.</li> </ul>
<b>KEY DECISION</b>	No
<b>WARDS/COMMUNITIES AFFECTED:</b>	None directly as a result of this report
<b><u>SUPPORTING DOCUMENTATION</u></b>	
<b>Appendices</b>	
1.	Children and Families Monthly Dataset – March 2016
2.	Glossary of terms
<b>Documents In Members' Rooms</b>	
1.	None
<b>Equality Impact Assessment</b>	
Do the implications/subject of the report require an Equality and Safety Impact Assessments (ESIA) to be carried out.	No
<b>Privacy Impact Assessment</b>	
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.	No
<b>Other Background Documents</b>	
<b>Equality Impact Assessment and Other Background documents available for inspection at:</b>	
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None



**Children and Families Monthly Dataset  
Mar 2016**

Qualitative measures:		
Positive change	Similar	Negative change

Key to direction of travel:				
Increase 10% or more	↑	Similar	→	Decrease 10% or less

Derived from annual:

Ref	Area	Description	Data owner	Mar 2015	Apr 2015	May 2015	Jun 2015	Jul 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	% change from Feb 2016	% change from Mar 2015	12 month average	12-mnth max value	SN	National	Data owner	March commentary
M1	MASH	Number of contacts received (includes contacts that become referrals)	Simon McKenzie	1235	1132	1156	1363	1316	1160	1172	1009	1139	1053	1154	1013	1179	↑ 16	→ (5)	1154	1363	Local indicator	Local indicator	Simon McKenzie	With Easter at the end of March and thus schools closing this period generally sees a peak in the level of contacts.
M2	MASH	Number of new referrals of Children In Need (CiN)	Simon McKenzie	424	378	341	393	370	303	352	306	341	302	346	326	306	→ (6)	↓ (28)	339	393	Local indicator	Local indicator	Simon McKenzie	Referrals continue to demonstrate a reduction in relation to previous years.
M2-NI	MASH	Number of new referrals of Children in Need (CiN) rate per 10,000 (0-17 year olds)	Simon McKenzie	89	79	71	82	77	63	74	64	71	63	72	68	64	→ (6)	↓ (28)	71	82	Local indicator	Local indicator	Simon McKenzie	As above (M2)
M3	MASH	Percentage of all contacts that become new referrals of Children In Need (CiN)	Simon McKenzie	34%	33%	29%	29%	28%	26%	30%	30%	30%	29%	30%	32%	26%	↓ (19)	↓ (24)	29%	33%	Local indicator	Local indicator	Simon McKenzie	This is an unusually low figure and may relate to where the Easter Holiday fell this year.
M6-QL	MASH	Percentage of referrals which are re-referrals within one year of a closure assessment	Simon McKenzie	<i>New measure from Apr 15</i>	12%	11%	14%	21%	17%	20%	19%	29%	23%	21%	16%	22%	↑ 40	n/a	18%	29%	Local indicator	Local indicator	Simon McKenzie	A change in process in mid-April will mean that Early Help cases, if required, will be referred to the MASH, this may impact on data slightly.
M6-QL (val)	MASH	Count of referrals which are re-referrals within one year of a closure assessment	Simon McKenzie	<i>New measure from Apr 15</i>	45	37	55	76	50	69	57	98	69	72	51	67	↑ 31	n/a	62	98	Local indicator	Local indicator	Simon McKenzie	As above (M6)
M4	MASH	Number of new referrals of children aged 13+ where child sexual exploitation was a factor	Simon McKenzie	5	7	6	7	3	0	6	7	10	5	7	6	5	↓ (17)	→ 0	6	10	Local indicator	Local indicator	Simon McKenzie	Excluding a peak in November levels continue to be fairly constant.
M8-QL	Page 35	Percentage of referrals dealt with by MASH where time from referral received / recorded to completion by MASH was 24 hours / 1 working day or less	Simon McKenzie	38%	40%	65%	89%	68%	83%	82%	75%	83%	61%	72%	71%	80%	↑ 12	↑ 111	72%	89%	Local indicator	Local indicator	Simon McKenzie	There has been a focus on improving this performance indicator following the low level in the last couple of months.
M5	MASH	Number of children receiving Universal Help services who are stepped up for Children In Need (CiN) assessment	Simon McKenzie	<i>New measure from Apr 15</i>	22	30	21	29	22	35	14	32	14	17	28	22	↓ (21)	n/a	24	35	Local indicator	Local indicator	Simon McKenzie	The need to refer to the MASH may have an impact on this performance indicator from mid-April, hopefully providing more consistency in approach.
EH1	CiN	Number of children at end of period with Universal Help Plans, or undergoing Universal Help Assessments	Simon McKenzie	<i>New measure from Apr 15</i>	554	568	567	559	525	522	493	495	516	540	538	470	↓ (13)	n/a	529	568	Local indicator	Local indicator	Simon McKenzie	There is a need to investigate this figure further, in particular to clarify accuracy and to include data from Children's Centres (which are currently not included in the count).
EH2	CiN	Number of Children In Need (CiN) at end of period (all open cases, excluding UHPs, UHAs, CPP and LAC)	Phil Bullingham	<i>New measure from Apr 15</i>	1788	1866	1976	2090	2015	2044	2037	2055	2122	2148	2149	2144	→ 0	n/a	2036	2149	Local indicator	Local indicator	Phil Bullingham	This reported data needs to be further investigated to ensure it is a true reflection of the CiN figure.
EH5-QL	CiN	Number of children open to the authority who have been missing at any point in the period	Simon McKenzie	<i>New measure from Apr 15</i>	7	11	10	9	12	11	18	25	26	22	23	37	↑ 61	n/a	18	37	Local indicator	Local indicator	Simon McKenzie	Needs confirming is only 9 - Data Team TBC
EH3	Assts	Number of Single Assessments completed	Phil Bullingham	317	285	323	263	316	227	200	258	186	185	247	195	230	↑ 18	↓ (27)	243	323	Local indicator	Local indicator	Phil Bullingham	There is a general reduction in the number of single assessments over the last 6-7 months which is being investigated.
EH4-QL	Assts	Percentage of Single Assessments (SA) completed in 45 working days	Simon McKenzie	95%	86%	90%	86%	88%	76%	79%	75%	74%	65%	60%	64%	60%	→ -6	↓ -37	75%	90%	Local indicator	Local indicator	Simon McKenzie	The percentage completed in timescale is of great concern and is a priority within Early Help and the Child Protection Team. The reasons are being investigated more fully.
EH4-QL (val)	Assts	Number of Single Assessments (SA) completed in 45 working days	Simon McKenzie	300	244	290	227	279	173	158	193	137	120	147	124	137	↑ 10	↓ -54	186	290	Local indicator	Local indicator	Simon McKenzie	As above
CP1	CP	Number of Section 47 (S47) enquiries started	Simon McKenzie	206	137	156	130	124	99	137	131	104	86	120	98	93	→ (5)	↓ (55)	118	156	Local indicator	Local indicator	Simon McKenzie	
CP1-NI	CP	Section 47 (S47) enquiries rate per 10,000 children	Simon McKenzie	43	29	33	27	26	21	29	27	22	18	25	20	19	→ (5)	↓ (55)	25	33	15	12	Simon McKenzie	

Ref	Area	Description	Data owner	Mar 2015	Apr 2015	May 2015	Jun 2015	Jul 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	% change from Feb 2016	% change from Mar 2015	12 month average	12-mnth max value	SN	National	Data owner	March commentary
CP2	CP	Number of children subject to Initial Child Protection Conferences (ICPCs), including transfer-Ins, excluding temporary registrations	Jacqui Westbury	57	45	58	38	39	25	26	46	31	31	54	35	48	↑ 37	↓ (16)	40	58	Local indicator	Local indicator	Jacqui Westbury	This figures is variable throughout the year and it is difficult to draw anything from this at this time. The numbers entering planning were higher in March - and this could, in part be attributed to there being school half term in February.
CP2-NI	CP	Rate per 10,000 Initial Child Protection Conferences (ICPCs)	Jacqui Westbury	12	9	12	8	8	5	5	10	6	6	11	7	10	↑ 37	↓ (16)	8	12	7	5	Jacqui Westbury	
CP3-QL (val)	CP	Number of children subject to Initial Child Protection Conferences (ICPCs) which were held within timescales	Jacqui Westbury	48	22	16	9	14	21	13	43	21	27	42	15	37	↑ 147	↓ -23	23	43	Local indicator	Local indicator	Jacqui Westbury	This figure is now being measure in the same way by the data team and field work teams - and therefore we will be able to identify patterns over the following months.
CP3-QL	CP	Percentage of Initial Child Protection Conferences (ICPCs) held within timescales (based on count of children)	Jacqui Westbury	84%	49%	28%	24%	36%	84%	50%	93%	68%	87%	78%	43%	77%	↑ 80	→ -8	60%	93%	0.7859	0.747	Jacqui Westbury	This figure is now being measure in the same way by the data team and field work teams - and therefore we will be able to identify patterns over the following months.
CP4	CP	Percentage of Initial Child Protection Conferences (ICPCs) resulting in a Child Protection Plan (based on count of children)	Jacqui Westbury	88%	84%	93%	89%	74%	72%	100%	83%	87%	87%	100%	91%	90%	→ (2)	→ 2	88%	100%	Local indicator	Local indicator	Jacqui Westbury	This figure is in line with the average when spread over 12 months.
CP9	CP	Number of children subject to Review Child Protection Conferences (RCPCs) in the month	Jacqui Westbury	New measure from Apr 15	86	119	106	152	52	130	78	100	102	86	93	113	↑ 22	n/a	101	152	Local indicator	Local indicator	Jacqui Westbury	The numbers of RCPCs do tend to increase when there has been a school holiday in the month before. This is the case for this month.
CP5-QL	CP	Percentage of new Child Protection Plans (CPP) where child had previously been subject of a CPP at any time	Jacqui Westbury	8%	19%	26%	10%	36%	8%	12%	13%	17%	35%	16%	47%	18%	↓ (61)	↑ 130	21%	47%	Local indicator	Local indicator	Jacqui Westbury	This figure is much more in line compared to previous months - however it still requires further exploration (which Jacqui Westbury is undertaking) to identify why children are returning to planning and if this could and should have been prevented.
CP5-QL (val)	Page 36	Number of new Child Protection Plans (CPP) where child had previously been subject of a CPP at any time	Jacqui Westbury	4	8	17	4	12	2	4	5	5	11	9	16	9	↓ (44)	↑ 125	9	17	Local indicator	Local indicator	Jacqui Westbury	This figure is much more in line compared to previous months - however it still requires further exploration (which Jacqui Westbury is undertaking) to identify why children are returning to planning and if this could and should have been prevented.
CP6B	CP	Number of children with a Child Protection Plan at the end of the month, excluding temporary registrations	Phil Bullingham	389	387	392	376	359	351	336	347	335	315	346	344	337	→ (2)	↓ (13)	352	392	Local indicator	Local indicator	Phil Bullingham	
CP6B-NI	CP	Child Protection Plan (CPP) rate per 10,000	Phil Bullingham	81	81	82	79	75	73	70	72	70	66	72	72	70	→ (2)	↓ (13)	74	82	55	43	Phil Bullingham	
CP7	CP	Number of ceasing Child Protection Plans, excluding temporary registrations	Phil Bullingham	49	43	57	51	47	20	49	29	40	43	24	38	52	↑ 37	→ 6	41	57	Local indicator	Local indicator	Phil Bullingham	
CP8-QL	CP	Percentage of children subject to a Child Protection Plan seen in the last 15 working days.	Phil Bullingham	68%	77%	68%	73%	71%	79%	64%	61%	52%	59%	77%	85%	73%	↓ -14	→ 7	70%	85%	Local indicator	Local indicator	Phil Bullingham	
LAC1	LAC	Number of Looked after Children at end of period	Jane White	586	615	622	624	627	636	626	614	613	606	605	605	591	→ (2)	→ 1	615	636	Local indicator	Local indicator	Jane White	The level of looked after children has continued to reduce slowly. This is the focus of meetings with managers and the new Best Care panel.
LAC1-NI	LAC	Looked after Children rate per 10,000	Jane White	122	128	130	130	131	133	131	128	128	127	126	126	123	→ (2)	→ 1	128	133	75	60	Jane White	
LAC7-QL	LAC	Percentage of Looked after Children visited within timescales	Jane White	77%	79%	79%	78%	71%	75%	68%	73%	61%	70%	66%	71%	59%	↓ -17	↓ -24	71%	79%	Local indicator	Local indicator	Jane White	This figure needs further analysis. The measurement for a high number of children who have been in care and in placement for over one year needs to be considered as the minimum visiting requirement is 12 weekly. The data team are aware of the need to amend the measure.
LAC8-QL	LAC	Percentage of Looked after Children with an up to date Personal Education Plan (PEP)	Jane White	68%	64%	60%	56%	54%	48%	47%	55%	54%	90%	89%	89%	51%	↓ -43	↓ -25	63%	90%	Local indicator	Local indicator	Jane White	The lower figure may be explained by the 2 week break in Easter holidays. It is reported by the virtual school that the figure is 89%

Ref	Area	Description	Data owner	Mar 2015	Apr 2015	May 2015	Jun 2015	Jul 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	% change from Feb 2016	% change from Mar 2015	12 month average	12-mnth max value	SN	National	Data owner	March commentary
LAC10-QL	LAC	Number of Looked after Children with an authorised CLA Plan	Jane White	New measure from Oct 15	503	511	513	513	511	508	503	499	502	509	524	513	→ -2	n/a	509	524	Local indicator	Local indicator	Jane White	Measures are in place and agreed between the IRO team and the children's teams which ensure that a care plan is completed 3 days prior to the review. The compliance is improving and there is a focus in April to check and quality assure plans
LAC10 (%)	LAC	Percentage of Looked after Children with an authorised CLA plan	Jane White	New measure from Oct 15	82%	82%	82%	82%	80%	81%	82%	81%	83%	84%	87%	87%	→ 0	n/a	83%	87%	Local indicator	Local indicator	Jane White	
LAC11-QL	LAC	Number of Looked after Children with an authorised Pathway Plan	Jane White	New measure from Oct 15	163	162	163	156	156	152	148	151	151	152	156	157	→ 1	n/a	156	163	Local indicator	Local indicator	Jane White	This is a focus for April . Team members will have all pathway plans on the system by mid April
LAC11-QL (%)	LAC	Percentage of Looked after Children with an authorised Pathway Plan	Jane White	New measure from Feb 16	New measure from Feb 16	New measure from Feb 16	New measure from Feb 16	New measure from Feb 16	New measure from Feb 16	New measure from Feb 16	New measure from Feb 16	New measure from Feb 16	New measure from Feb 16	New measure from Feb 16	63%	64%	→ 0	n/a					Jane White	as above
LAC2	LAC	Number of new Looked after Children (episodes)	Jane White	22	37	15	20	17	16	13	9	9	6	14	16	16	→ 0	↓ (27)	16	37	Local indicator	Local indicator	Jane White	This is monitored closely with the Child in Care Panel.
LAC3	LAC	Number of ceasing Looked after Children (episodes)	Jane White	8	6	10	11	14	12	14	18	11	9	14	10	23	↑ 130	↑ 188	13	23	Local indicator	Local indicator	Jane White	This is an improving figure and it is expected that the Best Care panel and other work to ensure we are fully aware of plans for our care cohort are monitored will continue to support children leaving care.
LAC6 (val)	LAC	Number of adoptions (E11, E12)	Jane White	6	0	2	3	6	4	3	5	5	3	4	1	13	↑ 1,200	↑ 117	4	13	3	444	Jane White	There was a further 5 non-agency adoptions in addition to this. This figure will vary from month to month however the team should average 5 Adoption Orders per month.
LAC6 (%)	LAC	Percentage of adoptions (E11, E12)	Jane White	100%	0%	67%	50%	75%	50%	50%	50%	71%	33%	29%	10%	57%	↑ 465	↓ (43)	45%	75%	Local indicator	Local indicator	Jane White	A significant amount of work is underway to progress cases where there has been a delay in moving adoption forward. This is being monitored closely.
LAC12 (val)	LAC	Number of Special Guardianship Orders (SGOs) (E43, E44)	Jane White	0	1	1	3	2	4	3	5	2	0	2	0	1	n/a	n/a	200%	500%	Local indicator	Local indicator	Jane White	Significant work is being undertaken to review the financial support package offered to carers to encourage the taking out of SGOs. Financial support can be a barrier to progressing to SGO, in particular for IFA carers. This figure should increase over the next year.
LAC12 (%)	LAC	Percentage of Special Guardianship Orders (SGOs) (E43, E44)	Jane White	0%	100%	33%	50%	25%	50%	50%	50%	29%	0%	14%	0%	4%	n/a	n/a	34%	100%	Local indicator	Local indicator	Jane White	The new Principal Officer for LAC and Resources is focussing on identification of children who could progress to SGO with team managers and within a new Best Care Panel.
LAC9 (val)	LAC	Number of IFA placements	Jane White	182	190	193	197	157	189	184	188	184	181	183	176	169	→ (4)	→ (7)	183	197	Local indicator	Local indicator	Jane White	Work across the children's teams and with the new Best Care Panel will target IFA placements with a view to bringing some children in-house or to work with carers to consider SGOs.
LAC9	LAC	IFA placements as a percentage of all looked after children	Jane White	31%	31%	31%	32%	25%	30%	29%	31%	30%	30%	30%	29%	29%	→ (2)	→ (8)	30%	32%	Local indicator	Local indicator	Jane White	Work across the children's teams and with the new Best Care Panel will target IFA placements with a view to bringing some children in-house or to work with carers to consider SGOs.

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### Glossary

#### A

##### Assessment

Assessments are undertaken to determine the needs of individual children; what services to provide and action to take. They may be carried out:

- To gather important information about a child and family;
- To analyse their needs and/or the nature and level of any risk and harm being suffered by the child;
- To decide whether the child is a Child in Need (Section 17) and/or is suffering or likely to suffer Significant Harm (Section 47); and
- To provide support to address those needs to improve the child's outcomes to make them safe.

#### C

##### Care Order

A Care Order can be made in Care Proceedings brought under section 31 of the Children Act 1989 if the Threshold Criteria are met. The Order grants Parental Responsibility for the child to the local authority specified in the Order, to be shared with the parents.

A **Care Order** lasts until the child is 18 unless discharged earlier. An **Adoption Order** automatically discharges the Care Order. A **Placement Order** automatically suspends the Care Order, but it will be reinstated if the Placement Order is subsequently revoked.

All children who are the subject of a Care Order come within the definition of Looked After and have to have a Care Plan. When making a Care Order, the Court must be satisfied that the Care Plan is suitable.

##### Child in Need / CiN

Under Section 17 (10) of the Children Act 1989, a child is a Child in Need if:

- He/she is unlikely to achieve or maintain, or have the opportunity of achieving or maintaining, a reasonable standard of health or development without the provision for him/her of services by a local authority;
- His/her health or development is likely to be significantly impaired, or further impaired, without the provision for him/her of such services; or
- He/she is disabled.

##### Child Protection / CP

The following definition is taken from Working Together to Safeguard Children 2010, paragraph 1.23.:

Child protection is a part of Safeguarding and Promoting the Welfare of Children. This refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, Significant Harm.

##### Child Protection Conference

###### Initial Child Protection Conference / ICPC

An Initial Child Protection Conference is normally convened at the end of a Section 47 Enquiry when the child is assessed as either having suffered Significant Harm or to be at risk of suffering ongoing significant harm.

The Initial Child Protection Conference should be held within 15 working days of the Strategy Discussion, or the last strategy discussion if more than one has been held.

###### Review Child Protection Conference

Child Protection Review Conferences are convened in relation to children who are already subject to a Child Protection Plan. The purpose of the Review Conference is to review the safety, health and development of the child

in view of the Child Protection Plan, to ensure that the child continues to be adequately safeguarded and to consider whether the Child Protection Plan should continue or change or whether it can be discontinued.

## Corporate Parenting

In broad terms, as the corporate parent of looked after children, a local authority has a legal and moral duty to provide the kind of loyal support that any good parent would provide for their own children.

## D

### Director of Children's Services (DCS)

Every top tier local authority in England must appoint a Director of Children's Services under section 18 of the Children Act 2004. Directors are responsible for discharging local authority functions that relate to children in respect of education, social services and children leaving care. They are also responsible for discharging functions delegated to the local authority by any NHS body that relate to children, as well as some new functions conferred on authorities by the Act, such as the duty to safeguard and protect children, the Children and Young People's Plan, and the duty to co-operate to promote well-being.

## E

### Early Help / EH

Early help means providing support as soon as a problem emerges, at any point in a child's life, from the foundation years through to the teenage years.

Effective early help relies upon local agencies working together to:

- Identify children and families who would benefit from early help;
- Undertake an assessment of the need for early help;
- Provide targeted early help services to address the assessed needs of a child and their family which focuses on activity to significantly improve the outcomes for the child.

Also: Early Help social work teams.

## H

### Health Assessment

Every Looked After Child (LAC or CLA) must have a Health Assessment soon after becoming Looked After, then at specified intervals, depending on the child's age.

## L

### Local Safeguarding Children's Board (LSCB)

LSCBs have to be established by every local authority as detailed in Section 13 of The Children Act (2004). They are made up of representatives from a range of public agencies with a common interest and with duties and responsibilities to children in their area. LSCBs have a responsibility for ensuring effective inter-agency working together to safeguard and protect children in the area. The Boards have to ensure that clear local procedures are in place to inform and assist anyone interested or as part of their professional role where they have concerns about a child.

See <http://southamptonlscb.co.uk/> for Southampton LSCB

### Looked After Child

A Looked After Child is a child who is accommodated by the local authority, a child who is the subject to an Interim Care Order, full Care Order or Emergency Protection Order; or a child who is remanded by a court into local authority accommodation or Youth Detention Accommodation.

In addition where a child is placed for Adoption or the local authority is authorised to place a child for adoption - either through the making of a Placement Order or the giving of Parental Consent to Adoptive Placement - the child is a Looked After child.

Looked After Children may be placed with parents, foster carers (including relatives and friends), in Children's Homes, in Secure Accommodation or with prospective adopters.

With effect from 3 December 2012, the Legal Aid, Sentencing and Punishment of Offenders Act 2012 amended the Local Authority Social Services Act 1970 to bring children who are remanded by a court to local authority accommodation or youth detention accommodation into the definition of a Looked After Child for the purposes of the Children Act 1989.

## P

### PACT

Protection and Court social work teams.

### Pathway Plan

The Pathway Plan sets out the route to the future for young people leaving the Looked After service and will state how their needs will be met in their path to independence. The plan will continue to be implemented and reviewed after they leave the looked after service at least until they are 21; and up to 25 if in education.

### Personal Education Plan / PEP

All Looked After Children must have a Personal Education Plan (PEP) which summarises the child's developmental and educational needs, short term targets, long term plans and aspirations and which contains or refers to the child's record of achievement. The child's social worker is responsible for coordinating and compiling the PEP, which should be incorporated into the child's Care Plan.

## R

### Referral

The referring of concerns to local authority children's social care services, where the referrer believes or suspects that a child may be a Child in Need or that a child may be suffering, or is likely to suffer, Significant Harm. The referral should be made in accordance with the agreed LSCB procedures.

## S

### Section 17 / S17

Under Section 17(1) of the Children Act 1989, local authorities have a general duty to safeguard and promote the welfare of children within their area who are In Need; and so far as is consistent with that duty, to promote the upbringing of such children by their families, by providing a range and level of services appropriate to those children's needs.

For this reason, the term "Section 17" is often used as a shorthand way of describing the statutory authority for providing services to Children in Need who are not Looked After.

### Section 20 / S20

Under Section 20 of the Children Act 1989, children may be accommodated by the local authority if they have no parent or are lost or abandoned or where their parents are not able to provide them with suitable accommodation and agree to the child being accommodated. A child who is accommodated under Section 20 becomes a Looked After Child.

### Section 47 Enquiry / S47

Under Section 47 of the Children Act 1989, if a child is taken into Police Protection, or is the subject of an Emergency Protection Order, or there are reasonable grounds to suspect that a child is suffering or is likely to suffer Significant

Harm, a Section 47 Enquiry is initiated. This enables the local authority to decide whether they need to take any further action to safeguard and promote the child's welfare. This normally occurs after a Strategy Discussion.

Physical Abuse, Sexual Abuse, Emotional Abuse and Neglect are all categories of Significant Harm.

Section 47 Enquiries are usually conducted by a social worker, jointly with the Police, and must be completed within 15 days of a Strategy Discussion.

Where concerns are substantiated and the child is judged to be at continued risk of Significant Harm, a Child Protection Conference should be convened.

### Special Guardianship Order / SGO

Special Guardianship is a new Order under the Children Act 1989 available from 30 December 2005.

Special Guardianship offers a further option for children needing permanent care outside their birth family. It can offer greater security without absolute severance from the birth family as in adoption.

Special Guardianship will also provide an alternative for achieving permanence in families where adoption, for cultural or religious reasons, is not an option.

Special Guardians will have [Parental Responsibility](#) for the child. A Special Guardianship Order made in relation to a [Looked After](#) Child will replace the [Care Order](#) and the Local Authority will no longer have Parental Responsibility.

### Statement of Special Education Needs (SEN)

From 1 September 2014, Statements of Special Educational Needs were replaced by Education, Health and Care Plans. (The legal test of when a child or young person requires an Education, Health and Care Plan remains the same as that for a Statement under the Education Act 1996).

## U

### Universal Services

Universal services are those services (sometimes also referred to as mainstream services) that are provided to, or are routinely available to, all children and their families. Universal services are designed to meet the sorts of needs that all children have; they include early years provision, mainstream schools and Connexions, for example, as well as health services provided by GPs, midwives, and health visitors.

## W

### Working Together to Safeguard Children

Working Together to Safeguard Children is a Government publication which sets out detailed guidance about the role, function and composition of Local Safeguarding Children Boards (LSCBs), the roles and responsibilities of their member agencies in safeguarding children within their areas and the actions that should be taken where there are concerns that children have suffered or are at risk of suffering Significant Harm.

The most recent guidance was published in March 2015.

### Sources:

Tri.x live online glossary: <http://trixresources.proceduresonline.com/> - a free resource which provides up to date keyword definitions and details about national agencies and organisations. Tri.x is a provider of policies, procedures and associated solutions in the Children's and Adult's Sectors.

Southampton Local Safeguarding Board <http://southamptonlscb.co.uk/>



# Agenda Item 8

<b>DECISION-MAKER:</b>	CHILDREN AND FAMILIES SCRUTINY PANEL		
<b>SUBJECT:</b>	CHILDREN AND FAMILIES SOCIAL WORK WORKFORCE		
<b>DATE OF DECISION:</b>	21 APRIL 2016		
<b>REPORT OF:</b>	SERVICE DIRECTOR – CHILDREN AND FAMILIES		
<b><u>CONTACT DETAILS</u></b>			
<b>AUTHOR:</b>	<b>Name:</b>	<b>Simon McKenzie</b>	<b>Tel:</b> 023 8083 4501
	<b>E-mail:</b>	<b>Simon.mckenzie@southampton.gov.uk</b>	
<b>Director</b>	<b>Name:</b>	<b>Kim Drake</b>	<b>Tel:</b> 023 8083 4899
	<b>E-mail:</b>	<b>Kim.Drake@southampton.gov.uk</b>	
<b>STATEMENT OF CONFIDENTIALITY</b>			
None			
<b>BRIEF SUMMARY</b>			
<p>Over the last few years Southampton City Council has faced significant difficulties recruiting and retaining social workers, in particular within Children and Families. Information, to be presented to the Panel at the meeting, will outline the current recruitment and retention issues within Southampton providing comparison to other local authorities, who are in many cases facing similar difficulties. Information presented to the Panel will include:</p> <ul style="list-style-type: none"> <li>• Staffing numbers including details of vacancies and agency staff</li> <li>• Caseloads</li> <li>• Sickness Rates</li> <li>• A summary of the Social Work health check</li> <li>• Staff feedback</li> <li>• Impact on the provision of services to children and families</li> <li>• Actions taken to date as well as an outline of proposals to address the issue over the longer term.</li> </ul>			
<b>RECOMMENDATIONS:</b>			
	(i)	That, following the presentation, the Panel notes the issues faced in relation to developing a stable permanent workforce.	
	(ii)	That, following the presentation, the Panel notes the actions and the developing plans to address workforce issues.	
<b>REASONS FOR REPORT RECOMMENDATIONS</b>			
1.	At the February 2016 meeting of the Children and Families Scrutiny Panel a report was requested on workforce issues within Children and Families. This reflects the issues discussed by the Panel when considering performance information relating to difficulties recruiting and retaining social workers.		
<b>ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</b>			
2.	None. As identified above this follows a request from the Panel.		
<b>DETAIL (Including consultation carried out)</b>			

3.	Over the last few years Southampton City Council has faced significant difficulties recruiting and retaining social workers in particular within Children and Families.
4.	Traditional and present methods of recruiting and retaining social workers within Southampton have failed to secure a permanent workforce resulting in an over reliance on agency staff perpetuating and even adding to the difficulties in recruiting. The over reliance on agency staff has resulted in the Council incurring significant financial costs and impacting on the quality of provision of services.
5.	The cause cannot be attributed to any one particular factor but is multi-faceted with issues such as salaries, workload, physical environment, nature of the work and training all playing a part. The use of market supplements and retention payments has been used but this has had only a limited impact.
6.	In order to address both the recruitment and retention of social workers within Southampton work has, and is being, undertaken to identify the key factors hindering this objective.
7.	A Health Check has been undertaken and consultation with staff within Children and Families Service was conducted at the end of 2015. Further consultation work is being planned and Unison have also offered to provide feedback from social workers.
8.	As part of the Transformation Programme present arrangements have been reviewed in relation to the provision of agency staff and the recruitment of permanent staff, which is likely to provide opportunities to reduce costs, improve the quality of agency social workers and focus on recruiting a permanent workforce.
9.	An interim Project Manager with skills and knowledge in the Social Care field has been appointed within the Transformation Team to lead on recruitment and retention. This will build upon existing work undertaken and link closely to the restructuring of the Children and Families service, the digitalisation agenda and developing a clear approach to securing a more permanent workforce.
10.	At the meeting the Panel will be provided with workforce statistics enabling comparison with other local authorities and further details of the actions taken to date, as well as an outline of proposals to address the recruitment and retention issue over the longer term.

## **RESOURCE IMPLICATIONS**

### **Capital/Revenue**

11.	The cost of agency staff has caused considerable financial issues within Children and Families and has impacted upon the Council. Caps on agency fees have been introduced but the cost of an agency worker is still far in excess (75%-80%) of a permanent member of staff.
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### **Property/Other**

12.	None.
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## **LEGAL IMPLICATIONS**

### **Statutory power to undertake proposals in the report:**

13.	The duty to undertake overview and scrutiny is set out in Part 1A Section 9 of the Local Government Act 2000.	
<b>Other Legal Implications:</b>		
14.	None	
<b>POLICY FRAMEWORK IMPLICATIONS</b>		
15.	Addressing the recruitment and retention difficulties within Children and families will help the Council to meet targets against the following Council priorities: <ul style="list-style-type: none"> <li>• Prevention and early intervention</li> <li>• Protecting vulnerable people.</li> </ul>	
<b>KEY DECISION</b>		No
<b>WARDS/COMMUNITIES AFFECTED:</b>		None directly as a result of this report
<b><u>SUPPORTING DOCUMENTATION</u></b>		
<b>Appendices</b>		
1.	None	
<b>Documents In Members' Rooms</b>		
1.	None	
<b>Equality Impact Assessment</b>		
Do the implications/subject of the report require an Equality and Safety Impact Assessments (ESIA) to be carried out.		No
<b>Privacy Impact Assessment</b>		
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.		No
<b>Other Background Documents</b>		
<b>Equality Impact Assessment and Other Background documents available for inspection at:</b>		
Title of Background Paper(s)		Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None	

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# Agenda Item 9

<b>DECISION-MAKER:</b>	CHILDREN AND FAMILIES SCRUTINY PANEL		
<b>SUBJECT:</b>	MONITORING SCRUTINY RECOMMENDATIONS		
<b>DATE OF DECISION:</b>	21 APRIL 2016		
<b>REPORT OF:</b>	SERVICE DIRECTOR - LEGAL AND GOVERNANCE		
<b><u>CONTACT DETAILS</u></b>			
<b>AUTHOR:</b>	<b>Name:</b>	Mark Pirnie	<b>Tel:</b> 023 8083 3886
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<b>Director</b>	<b>Name:</b>	Richard Ivory	<b>Tel:</b> 023 8083 2794
	<b>E-mail:</b>	Richard.ivory@southampton.gov.uk	
<b>STATEMENT OF CONFIDENTIALITY</b>			
None			
<b>BRIEF SUMMARY</b>			
This item enables the Children and Families Scrutiny Panel to monitor and track progress on recommendations made at previous meetings.			
<b>RECOMMENDATIONS:</b>			
	(i)	That the Panel considers the responses to recommendations from previous meetings and provides feedback	
<b>REASONS FOR REPORT RECOMMENDATIONS</b>			
1.	To assist the Panel in assessing the impact and consequence of recommendations made at previous meetings.		
<b>ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</b>			
2.	None.		
<b>DETAIL (Including consultation carried out)</b>			
3.	Appendix 1 of the report sets out the recommendations made at previous meetings of the Children and Families Scrutiny Panel. It also contains summaries of any action taken in response to the recommendations.		
4.	The progress status for each recommendation is indicated and if the Children and Families Scrutiny Panel confirms acceptance of the items marked as completed they will be removed from the list. In cases where action on the recommendation is outstanding or the Panel does not accept the matter has been adequately completed, it will be kept on the list and reported back to the next meeting. It will remain on the list until such time as the Panel accepts the recommendation as completed. Rejected recommendations will only be removed from the list after being reported to the Children and Families Scrutiny Panel.		
<b>RESOURCE IMPLICATIONS</b>			
<b><u>Capital/Revenue</u></b>			
5.	None.		
<b><u>Property/Other</u></b>			
6.	None.		

<b>LEGAL IMPLICATIONS</b>		
<b>Statutory power to undertake proposals in the report:</b>		
7.	The duty to undertake overview and scrutiny is set out in Part 1A Section 9 of the Local Government Act 2000.	
<b>Other Legal Implications:</b>		
8.	None	
<b>POLICY FRAMEWORK IMPLICATIONS</b>		
9.	None	
<b>KEY DECISION</b>		No
<b>WARDS/COMMUNITIES AFFECTED:</b>		None directly as a result of this report
<b><u>SUPPORTING DOCUMENTATION</u></b>		
<b>Appendices</b>		
1.	Monitoring Scrutiny Recommendations – 21 <sup>st</sup> April 2016	
2.	Fact sheet - Summary of qualification changes	
<b>Documents In Members' Rooms</b>		
1.	None	
<b>Equality Impact Assessment</b>		
Do the implications/subject of the report require an Equality and Safety Impact Assessments (ESIA) to be carried out.		No
<b>Privacy Impact Assessment</b>		
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.		No
<b>Other Background Documents</b>		
<b>Equality Impact Assessment and Other Background documents available for inspection at:</b>		
Title of Background Paper(s)		Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None	

# Children and Families Scrutiny Panel – Monitoring report

Scrutiny Monitoring – 21<sup>st</sup> April 2016

Date	Title	Recommendation	Action Taken	Progress Status
18/02/16	Children & Families Performance	1) That the 21 April 2016 agenda includes an item on workforce development that includes workforce statistics, incorporating, where possible, comparisons with other local authorities.	Agenda item for 21 April meeting on workforce development.	Complete
18/02/16	Post 16 Education and Training	1) That, to enable an informed discussion with Principals and Headteachers at 21 <sup>st</sup> April 2016 Panel meeting, further work is undertaken to develop the performance statistics and analysis for Key Stage 5 in Southampton.	Agreed	
		2) That a crib sheet is developed for the Panel outlining the various changes nationally to examinations across the Key Stages.	Fact sheet attached as Appendix 2	Complete
		3) That clarification is provided on the issue of whether it is compulsory for FE institutions to publish exam results on their websites.	<p>“All schools and colleges . . . will be required to publish the new headline performance measures in a consistent, standard format on their websites from 2016.” <i>DfE December 2014</i></p> <p>New service from BETA/GOV.UK enables a comparison of college performance. For all FE and Sixth Form colleges, comparisons can be made against A Level, academic and vocational performance. All headline performance measures are available online.</p> <p><a href="https://www.compare-school-performance.service.gov.uk/">https://www.compare-school-performance.service.gov.uk/</a></p>	Complete
		4) That officers investigate the reasons for the significant increase in care leavers that become NEET post 18, given the strong performance for 16-17 year old care leavers reported in February 2016.	Simplistically the 16 year old cohort of looked after children includes young people who are still in school. Post 16, those with additional challenges, including care leavers, are more likely to drop out of learning. The ability to 'track'	Complete

Date	Title	Recommendation	Action Taken	Progress Status
			care leavers reduces as they get older.	
		5) That a breakdown of Apprenticeships by level is provided to the Panel (including a brief explanation of the levels).	Southampton 2014/15: Intermediate Apprenticeships (equivalent to 5 GCSEs) – 1210 starts Advanced Apprenticeships (equivalent to 2 A Levels) - 720 starts Higher Apprenticeships (equivalent to Foundation Degree and above studies) - 80 starts	Complete
		6) That the Southampton 6 <sup>th</sup> Form Schools and FE Colleges are requested to provide examination results for GCSE English and Maths for their students who are re-taking these examinations.	Request sent by Scrutiny Manager on 21/03/16	Complete



## Post-16 / Key Stage 5

### A and AS Level reform

- Linear, 2-year A Level courses
- Examination(s) at end of course – more extended writing in exams, more Maths in other subjects
- AS separate qualification, not counting towards A Level grade
- No change in standards/grades
- Awarding bodies are designing A Levels with Higher Education in an advisory role
- Phased approach to introducing subjects September 2015-2017 as subjects wait to be approved

### Vocational qualifications

- Technical levels for students wanting to specialise in a specific industry or occupation
- Applied General qualifications for students wanting to continue in education through applied learning
- Technical Baccalaureate – performance measure - recognises the highest level of technical training achieved by 16-19 year olds. It consists of an approved level 3 technical qualification, an approved level 3 Maths qualification and an extended project qualification

## Pre-16 / Key Stage 4

### New GCSE qualifications

- Increase in the level of demand and challenge for students
- Linear courses with examinations at the end of the course
- Grading has changed. Grading 9 – 1 (Grade 5 is the new C grade)
- iGCSEs will not be included in 2017 performance tables (*International GCSEs, less anglo-centric, initially written for international schools; taken up by some private schools in UK who perceive them to be more challenging*)
- Current Y10 students are taking new GCSEs in Maths and English; other GCSE subjects will be 'legacy' GCSEs
- Current Y9 students will take new GCSEs; they will not be expected to re-sit English or Maths if they achieve a Grade 4

Note: Current Y11 continue with 'legacy' GCSEs, grading system A\*-G. Progress 8 is the new headline performance measure, replacing 5 A\*-C grades EM

### EBacc

- EBacc is a performance measure
- Govt target is that 90% of current Y7s achieve EBacc
- Students will need to achieve 'passes' across 5 academic subjects - English, Maths, Languages, Science, Humanities and to achieve the English Baccalaureate
- Changes for 2017-18 when students must achieve a Grade 5 in English and Mathematics for the qualification to be included in the EBacc measure

### Technical Awards

- Level 1 and 2 qualifications
- Up to 3 Technical Awards will count towards Progress 8 and Attainment 8
- Minimum 25% external assessment 2017; 40% external assessment by 2018
- First results will be reported in 2018 performance tables

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