

CITY OF CARDIFF COUNCIL CYNGOR DINAS CAERDYDD

SCRUTINY: 9th June 2015

NEETS

REPORT OF Director of Education & LLL AGENDA ITEM: 7

PORTFOLIO: Education and Lifelong Learning

1. Reason for this report

- 1.1 To update Scrutiny on the current position in Cardiff in relation to young people disengaged or at risk of becoming disengaged from education, employment or training (EET) and outline the actions being taken to address the issues identified.

2. Background and context

- 2.1 It is widely recognised that the economic and social costs attributable to young people not being in education, employment or training (EET) are considerable. The cost to the public purse and the loss of income to the Treasury amounts to at least £104,300/ person / lifetime, whilst then social impact results in young people who are NEET showing much lower levels of trust, political and social engagement. These facts present a strong argument for a coherent re-engagement strategy based on early intervention. If the current 829 16-18 year old NEETs in Cardiff were not re-engaged, the economic costs to the city could be in the order of £86,464,700 over their lifetimes plus additional social costs. (York University Estimating the life-time cost of NEET: 16-18 year olds not in Education, Employment or Training. Research undertaken for the Audit Commission. (2010)
- 2.2 As at October 2014, Cardiff had the second highest percentage of NEETs from year 11 school leavers in Wales. There has been a significant reduction since 2010 and although this has been at a faster rate than many local authorities Cardiff started from a higher base and therefore faces a greater challenge to reduce the numbers.
- 2.3 Re-engaging young people in EET requires a robust partnership approach across a number of Council services, education as well as external partners including training providers, Communities 1st, Barnardos, Action For Children, Neighbourhood Partnership, Police, Health, Social Services, Children's Services and employers and all have a role to play in addressing this task. The Council is leading on the strategy for re-engagement of young people working with partners across the city under the umbrella of the Welsh Government's Youth Engagement and Progression Framework.
- 2.4 A number of different interventions need to be targeted at individuals and groups to meet diverse needs. A number of factors contribute to young people becoming disengaged, these include: a lack of suitable provision for young people with additional learning needs; a range of mental health issues; availability of child care provision for young parents; a high proportion of looked after children and care leavers failing to maintain a post 16 placement; a growing transient population in the south of Cardiff; increasing number of young people with English as

an additional Language; lack of appropriate communication and social skills; low levels of literacy and numeracy.

3. Overview as at end 2013/14 academic year

3.1 Year 11 school leavers

In 2014, the number of year 11 school leavers that did not progress into EET was 151 of a cohort of 3546 pupils. This represents 4.26% of the Cardiff cohort of year 11 pupils. (Comparative data Newport 4.7%, Swansea 3.5%, RCT 3.9%).

Cardiff pupils not progressing into EET following year 11

| Year | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
|--------|------|------|------|------|------|------|------|--------------|
| % NEET | 10.6 | 8.9 | 8.8 | 7.7 | 6.7 | 4.9 | 4.26 | 2.5 (Target) |

(Source - The annual survey of school leavers undertaken by Careers Wales, providing a snapshot of pupil destinations taken on 31st October)

Destination data by individual secondary school is set out in Appendix 1.

As data sets differ, a comparison of EET destinations with Core Cities is not directly possible but an indication of levels of pupil destinations is set out in Appendix 2.

3.2 Vulnerability Assessment Profile

To support the early identification of vulnerable pupils Cardiff Council has led on the implementation of a Vulnerability Assessment Profile (VAP). Beginning in year 8, the VAP tool identifies those pupils whose attendance falls below 85%. The VAP data is discussed on a termly basis at a school led agency panel meeting and this informs the targeting by Careers Wales and Cardiff Council of additional support and or advice and guidance to identified pupils.

In April 2014, 1677 pupils across years 9 to11 were identified by the Vulnerability Assessment Profile process. 682 of this identified cohort were in year 11.

| Year 11 pupils VAP RAG Status as at April 2014 | |
|---|-------------------------|
| <i>Status</i> | <i>Number of pupils</i> |
| RED | 304 |
| AMBER | 146 |
| GREEN | 232 |
| Total | 682 |

On leaving school in July 2014, 80.5% of the identified year 11 VAP cohort (549 pupils) made a successful transition into EET, whilst 133 pupils were recorded not in EET. (These 133 pupils form part of the total 151 NEET recorded by Careers Wales in October 2014 (para. 3.1 above)).

3.3 2014 – Year 11 NEET Profile

An analysis of the characteristics of the 151 pupils identified as not in EET (including the 133 pupils identified by the VAP process) in October 2014 indicates the following:

| | Male | Female |
|--|------|--------|
| Special Educational Need (SEN) | 1 | 3 |
| Free School Meals (FSM) | 22 | 24 |
| English as an Additional Language (who require support with written and/or spoken English) | 3 | 4 |
| Multiple fixed term exclusions | 23 | 17 |
| Looked After Children (LAC) | 2 | 6 |
| Neighbourhood Area | | |
| Cardiff North | 10 | 2 |
| Cardiff East | 9 | 6 |
| Cardiff South West | 16 | 11 |
| Cardiff West | 8 | 6 |
| Cardiff City and South | 3 | 6 |
| Cardiff South East | 20 | 14 |
| Other (in care or out of county) | 10 | 12 |

3.4 Post 18 (Year 13 school leavers)

In 2014, the number of year 13 school leavers that did not progress into EET was 62 from a cohort of 1402 pupils (4.42%).

(Comparative data; All Wales 4.90%, Newport 6.29%, Swansea 4.40%, RCT 5.93%)

The percentage of young people disengaged from learning or employment on leaving school at 18 has decreased over the past seven years.

The table below shows year 13 destination data for the period 2012 to 2014.

| Year | 2012 | 2013 | 2014 | 2015 |
|--------|------|------|-------|-------------|
| % NEET | 9.8% | 9.1% | 4.42% | 3% (Target) |

Source - The annual survey of school leavers undertaken by Careers Wales, providing a snapshot of pupil destinations taken on 31st October

Destination data by individual secondary school is set out in Appendix 4.

4. Current position

- 4.1 As at April 2015, **829** 16-18 year olds in Cardiff were registered by Careers Wales as not in education training or employment. This figure includes 438 year 11 pupils that left school in July 2014 and a further 391 pupils from the July 2013 leaver's.

This indicates that places secured by many young people as at the October 'NEET' count date were not sustained and highlights the ongoing issue with retention and churn.

Careers Wales register Cardiff school leavers aged 16 -18 into 5 tiers. The April 2015 tiers are shown below:

| Careers Wales NEETS Register - April 2015 | | | | | | |
|---|--|--|--|---|-----------------------------------|----------------------------------|
| APRIL 2015 | | No contact with Careers Wales or the Local Authority | Require pre-engagement courses or are unavailable for work | Engaged with Careers Wales and ready to enter the labour market | At risk of disengagement from EET | Engaged in Full or Part Time EET |
| Cohort / Age | | Tier 1 | Tier 2 | Tier 3 | Tier 4 | Tier 5 |
| Left Year 11 in 2014 | | 258 | 64 | 116 | 353 | 3153 |
| 16 | | 76 | 24 | 44 | 121 | 1065 |
| 17 | | 182 | 40 | 72 | 232 | 2088 |
| Left Year 11 in 2013 | | 193 | 98 | 100 | 139 | 3224 |
| 17 | | 52 | 33 | 37 | 54 | 1084 |
| 18 | | 141 | 65 | 63 | 85 | 2140 |
| Grand Total | | 451 | 162 | 216 | 492 | 6382 |

Source - Monthly 5 Tier snapshot of 16-18 young people undertaken by Careers Wales,

4.2 2015 – Current Year 11 pupils

As at January 2015 **753** year 11 pupils had been identified by the VAP, due to attendance lower than 85%.

| Year 11 pupils VAP RAG Status as at January 2015 | |
|---|------------------|
| Status | Number of pupils |
| RED | 414 |
| AMBER | 188 |
| GREEN | 151 |
| Total | 753 |

Of this cohort **273** do not have an intended destination as at May 1st 2015. **159** of this 273 are in the VAP RED category.

An analysis of the characteristics of the 273 pupils identified as not having an intended destination indicates the following:

| | | Male 135 | Female 138 |
|--------------------------------|---------------------------|---------------------|-----------------------|
| Ethnic Groups | White British | 103 | 111 |
| | Bangladeshi | 9 | 2 |
| | Czech | 3 | 3 |
| | Pakistani | 2 | 3 |
| | Romanian | 2 | 0 |
| | Iranian | 0 | 1 |
| | Polish | 1 | 1 |
| | White European | 2 | 1 |
| | White/ Black African | 4 | 5 |
| | Slovakian | 0 | 2 |
| | Arab | 0 | 1 |
| | Portuguese | 1 | 1 |
| | Gypsy/ Roma | 2 | 1 |
| | Somali | 2 | 0 |
| | Yemeni | 1 | 0 |
| | Traveller (Irish) | 3 | 1 |
| | Black African | 1 | 0 |
| | Kurdish | 1 | 0 |
| | Mixed Other | 0 | 2 |
| | Egyptian | 1 | 0 |
| SEN | | 83 | 58 |
| FSM | | 50 | 56 |
| EAL (A,B or C) | | 15 | 8 |
| Multiple fixed term exclusions | | 81 | 41 |
| LAC | | 7 | 8 |
| Cardiff Neighbourhoods : | | | |
| | 1.Cardiff North | 29 | 38 |
| | 2.Cardiff East | 19 | 26 |
| | 3.Cardiff West | 10 | 10 |
| | 4. Cardiff South West | 39 | 27 |
| | 5. Cardiff South East | 23 | 19 |
| | 6. City and Cardiff South | 11 | 11 |
| | 7 Out of County | 7 | 4 |

Appendix 3 shows those year 11 pupils identified without an intended destination by individual school as at 1st May 2015.

4.3 **2015 – Current Year 13 pupils**

Data on year 13 cohort is not easily accessible. To collate data further work will be undertaken with the Consortium and schools to provide a clear picture of destinations following year 13.

5. What can we learn from the data?

- 5.1 Cardiff has the second highest NEET population in Wales. The numbers of young people not in education, employment or training have reduced year on year.
- 5.2 Young people are more likely to become NEET if they have one or more of the following characteristics; a low level of academic achievement; their ethnic origin is white UK, they are entitled to free school meals, and they have had more than one fixed term exclusion from school.
- 5.3 There is little variation in the number of NEETS from the different neighbourhoods across the city. However, there is wide variation between schools and the numbers of young people who do not access education, employment or training. There is no clear correlation between the free school meals band of a school and the numbers of year 11 NEETS.
- 5.4 A high number of young people who access placements on leaving school in employment, education or training do not sustain them.

6. Summary of progress

- 6.1 The Vulnerability Assessment Profile (VAP) tool has been developed and implemented. All school use the VAP and this has led to identification of young people at risk of not finding employment, education or training after year 11.
- 6.2 Tracking and analysis of data and partnering with Careers Wales to share intelligence and data has led to improved support for young people that is tailored to their need and consequently a reduction in the numbers of young people not in education, employment or training.
- 6.3 Improved co-ordination in the allocation of targeted support, personalised intervention programmes and the deployment of lead workers has reduced the number of NEETS.
- 6.4 Partnership arrangements across council services and with external partners have been developed and led to a reduction in exclusions and improved school attendance.
- 6.5 The establishment of neighbourhood multi-agency work is increasing neighbourhood involvement in supporting young people and improving the suitability of placements in education, employment and training is leading to improved outcomes.

7. Next Steps

The identified next steps are to:

- Challenge and support schools to fully exercise their responsibilities to ensure no leavers become NEET as part of the Challenge Advisors work.
- Further strengthen the provision for groups identified as high risk. Improve provision ensuring pupils develop skills to enter and sustain placements.
- Tighten the management of interventions that support young people through improved partnership accountability.
- To strengthen arrangements to ensure young people access the most appropriate placements, sustain these places and are successful through implementation of the Youth Guarantee.
- Strengthen information sharing arrangements with Careers Wales through implementation of Welsh Accord for Sharing Personalised Information.

Appendix 1

Year 11 school leaver destination data (NEET) by Cardiff secondary schools

| School | % NEET Year 11 | |
|--------------------|----------------|------------|
| | 2013 | 2014 |
| Bishop Of Llandaff | 0 (0) | 0.52 (1) |
| Cantonian | 9 (10) | 2.83 (3) |
| Cardiff High | 1.39 (3) | 1.9 (4) |
| Cathays | 4.31 (7) | 6.14 (10) |
| Corpus Christi | 1.56 (3) | 2.5 (5) |
| Eastern High | NA | 6.76 (15) |
| Llanrumney | 9.64 (11) | NA |
| Rumney | 8.21 (11) | NA |
| Fitzalan | 5.53 (12) | 3.13 (8) |
| Glyn Derw | 9.45 (12) | 12.3 (15) |
| Greenhill | 45.2 (5) | 60 (9) |
| Llanishen | 3.34 (9) | 4.53 (12) |
| Llanederyn | 10 (10) | 4.8 (5) |
| Mary Immaculate | 11.21(12) | 3.7 (4) |
| Michelston | 8.47(10) | 13.23 (16) |
| Radyr | 1.12(2) | 0.47 (1) |
| St Illtyds | 5.47(8) | 4.0 (7) |
| St Teilos | 1.06 (2) | 2.7 (5) |
| Whitchurch | 2.19 (8) | 3.19 (11) |
| Willows | 6.36 (10) | 9.15 (14) |
| Glantaf | 2.4 (5) | 2.23 (5) |
| Plasmawr | 0.62 (1) | 0.61 (1) |



Source - The annual survey of school leavers undertaken by Careers Wales, providing a snapshot of pupil destinations taken on 31st October

Core Cities. - Destination of KS4 pupils 2012/13

| City | Destination not sustained (1) | Destination not sustained/ Recorded NEET (2) | Activity not captured in Data (3) |
|------------|-------------------------------|---|-----------------------------------|
| Bristol | 8% | 2% | 2% |
| Birmingham | 7% | 2% | 2% |
| Liverpool | 6% | 2% | 1% |
| Leeds | 7% | 4% | 1% |
| Manchester | 8% | 3% | 2% |
| Newcastle | 8% | 4% | 2% |
| Nottingham | 7% | 2% | 2% |
| Sheffield | 7% | 3% | 1% |

Data source - Department of Education.

The data provided illustrates the levels of year 11 leavers disengaged from EET in 8 English cities. A direct comparison with Core Cities is not possible as data is collated in a different format. The most recent data available is for 12/13-pupil cohort.

1. **Destination not sustained** - The pupil may have had a maximum of 2 months recorded NEET in the participation period October to March.
2. **Destination not sustained/ Recorded NEET** - Destination not sustained/recorded NEET' means the pupil was recorded as having education or employment participation in the year September to August but did not have continuous participation from October to March. The pupil had between 3 and 6 months (inclusive) recorded NEET in the participation period October to March.
OR
the pupil had no record of education, employment or training but was recorded as NEET at some point in the year September to August.

Appendix 3

Year 11 pupils (identified by VAP) without an intended destination by school as at 1st May 2015

| Secondary School | Pupils without intended destination | VAP Red | VAP Amber or Green |
|---------------------------|--|----------------|---------------------------|
| <i>Whitchurch</i> | 15 | 10 | 5 |
| <i>St Teilos</i> | 3 | 2 | 1 |
| <i>Willows</i> | 27 | 9 | 18 |
| <i>Eastern</i> | 31 | 20 | 11 |
| <i>MCC</i> | 22 | 16 | 6 |
| <i>Glyn Derw</i> | 12 | 8 | 4 |
| <i>Llanishen</i> | 21 | 10 | 11 |
| <i>Bishop of LLandaff</i> | 0 | 0 | 0 |
| <i>Bryn Y Deryn(PRU)</i> | 2 | 2 | 0 |
| <i>Cantonian</i> | 4 | 4 | 0 |
| <i>Cathays</i> | 14 | 8 | 6 |
| <i>Greenhill</i> | 5 | 5 | 0 |
| <i>Corpus Christi</i> | 0 | 0 | 0 |
| <i>EOTAS</i> | 30 | 30 | |
| <i>Fitzalan</i> | 29 | 13 | 16 |
| <i>Glantaf</i> | 28 | 2 | 26 |
| <i>Mary Immaculate</i> | 3 | 2 | 1 |
| <i>Plasmawr</i> | 8 | 3 | 5 |
| <i>St Illtyds</i> | 15 | 9 | 6 |
| <i>Radyr</i> | 6 | 6 | 0 |
| <i>Cardiff High</i> | 0 | 0 | 0 |
| Total | 275 | 159 | 116 |

Source - Cardiff Council VAP Data.

Year 13 school leaver destination data (NEET) by Cardiff secondary schools

| School | % NEET year 13 | |
|--------------------|----------------|-----------|
| | 2013 | 2014 |
| Bishop Of Llandaff | 5.47 (7) | 8.55 (10) |
| Cantonian | 8.47 (5) | 4.69 (3) |
| Cardiff High | 3.26 (6) | 3.55 (6) |
| Cathays | 5.26 (2) | 6.35 (4) |
| Corpus Christi | 0 | 0 |
| Eastern High | NA | 0 |
| Llanrumney | 0 | NA |
| Rumney | 0 | NA |
| Fitzalan | 1.85 (2) | 8.73 (11) |
| Glyn Derw | 0 | 0 |
| Greenhill | 0 | 0 |
| Llanishen | 0 | 0.68 (1) |
| Llanederyn | 0 | 0 |
| Mary Immaculate | 0 | 0 |
| Michelston | 16.22 (12) | 20.51(8) |
| Radyr | 1.69 (2) | 0.85 (1) |
| St Illtyds | 0 | 0 |
| St Teilos | 1.22 (1) | 3.37 (3) |
| Whitchurch | 3.24(7) | 1.96 (4) |
| Willows | 0 | 0 |
| Glantaf | 2.48 (3) | 1.63 (2) |
| Plasmawr | 4.65 (4) | 2.56 (2) |



Source - The annual survey of school leavers undertaken by Careers Wales, providing a snapshot of pupil destinations taken on 31st October