

SCRUTINY: May 2016

Young People not in Education, Employment or Training (NEET)**REPORT OF Director of Education & LLL**

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

This issue was previously reported to scrutiny in June 2015 so this report will focus on the current situation and progress made in the last 12 months. A copy of the previous scrutiny report is contained in Appendix 4.

3 Overview of Progress since June 2015**2015 - Year 11 NEETS**

- 3.1 Cardiff's NEET figures will not be verified and published by WG until May 2016 but the LA's monitoring indicates that the position for 2015 is close to last year's figure of 4.26% and is likely to be in the region of 4.5% with 152 pupils of a cohort of 3,343 not in EET at the time of the Destinations count. (151 pupils of a cohort of 3546 in 2014).
- 3.2 The 4.5% comprised of 118 young people (3.53%) who did not progress into EET and 18 young people or 1.02% who could not or were unable to enter EET due to illness or being in youth custody. Disappointingly the NEET picture therefore remains static due in part to high levels of NEETs from a minority of schools. Destination data by individual secondary school is set out in Appendix 1.
- 3.3 Of the 152 young people who were NEET at the October 2015 Destination count, 106 had been identified by the VAP as being amber or red which is encouraging as it demonstrates that the right young people who need support are being identified appropriately.

Year	2008	2009	2010	2011	2012	2013	2014	2015
% NEET	10.6	8.9	8.8	7.7	6.7	4.9	4.26	4.5%

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

4. 2015 – Year 11 NEET Profile

An analysis of the characteristics of the 152 pupils identified as not in EET (in October 2015) indicates the following:

Pupil Characteristics		
Total Number of pupils who were NEET at end year 11	152	4.50%
Able to enter EET	118	3.53%
Unable to enter EET (e.g. due to illness, pregnancy, custodial sentence, disability, caring responsibilities)	34	1.02%
Pupils with exclusions	68 pupils (1095 days exclusion)	44.70%
Pupils involved with YOS	15	9.80%
Pupils who are LAC/formerly LAC	10	6.50%
Pupils with SEN	99	65%
School Action	44	29%
School Action+	35	23%
Statemented	20	13%
eFSM	69	45.30%
Qualifications		
Did not achieve L1	70	46%
L1	40	26.30%
L2	28	18.40%
L2+	13	8.50%
WBRI	128	84.20%

- 4.1 The number of NEETs in Cardiff is high because too many young people leave school with low levels of qualifications, have complex multiple needs and face barriers to progressing into and sustaining EET due to these issues.
- 4.2 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.

4.3 There is a clear correlation between the level of attainment and the percentage of NEETs in school. The best schools ensure that the curriculum they provide meets the needs of all pupils, enabling them to make a successful progression into education, employment or training. Data for pupils not achieving level 1 and the number of NEETs by individual secondary school is set out in Appendix 2.

5. Year 13 school leavers

Year 13 leavers known to be not in education, employment or training	2010	2011	2012	2013	2014	2015
Cardiff percentages	6.2	8.4	4.9	4.2	4.4	2.95
Wales percentages	6.6	6.4	5.1	4.7	4.9	tba

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

5.1 Cardiff's year 13 NEET figures for 2015 have not yet been published but the LA's monitoring indicates that the position for 2015 is significantly improved on the previous year with 2.95% of year 13 who had not progressed into Education, Employment or Training (EET) at the point of the Destinations survey. This equates to 41 of the cohort of 1389. This was a 1.45% improvement on the previous year's position (2014) when 62 year 13 school leavers did not progress into EET.

5.2 The 2.95% comprised of 34 young people (2.45%) who did not progress into EET and 7 young people or 0.5% could not or were unable to enter EET due to illness or caring responsibilities. The majority of these 34 young people have future pathways planned, but were not in employment, education or training at point of the Destinations survey.

5.3 Over the previous four year period, the year 13 NEET figures have been below the Wales average. WG have not published the All Wales data for 2015 so we do not know what Cardiff's position is relative to that of the 21 other local authorities in Wales. Last year (2014) this was 11th which was an improvement on 17th position in 2010.

5.4 The continuing reduction in the figures corresponds to an ongoing improvement in outcomes at key stage 5. The proportion of subject entries at A* or A was 31.1% and at A*-C the proportion was 78.4%. These figures represent increases of 3.7 and 1.3 ppt respectively on the figures for 2014. At A*-E, considered the 'pass rate', the proportion of subject entries was 98.1%. These results compare positively with the national figures for both Wales and England. The proportion of subject entries at A* or A was 23.1% in Wales and 25.9% across England. At A*-C the corresponding national figures were 74.3% and 77.2% respectively. The national pass rate in Wales was 97.3% whereas in England it was 98.1%.

6 **16-18 year olds on Careers Wales NEETs Register**

6.1 Strong partnership arrangements for the post 16 Neighbourhood panels have been developed and lead workers from range of partner organisations, including Families First Partners, Youth Mentoring, Youth Service, Careers Wales and third sector attend to contact and co-ordinate support for young people to engage in EET.

6.2 The co-ordination of this support through Neighbourhood panels has enabled more coherent support delivered in the communities in which young people live. There has been a reduction in the numbers of young people in tiers 1 and 2 in the neighbourhood panel data (tier 1 – status unknown or cannot be contacted and tier 2 - young people who are unemployed and not with Careers Wales requiring personal engagement to overcome barriers). In October 2015, 536 16-18 year olds were registered by Careers Wales in these tiers. This compares with the 629 at same point the previous year (October 2014). In February 2015 there were 440 16-18 year olds who were NEET in tiers 1 and 2 and in February 2016 this figure was 397.

7 Summary of progress since previous scrutiny report June 2015

7.1 Estyn returned in October 2015 to review progress of a number of areas including the recommendation to reduce the proportion of young people who are not in education employment or training post 16 (2b). The third and final monitoring visit took place in January 2016 where all of the six recommendations arising from the monitoring visit in February 2014 were reviewed.

7.2 Following the final monitoring visit in January, Estyn judged that Cardiff had made sufficient progress against all recommendations and confirmed that the LA be removed from the significant improvement category. In relation to the recommendation to reduce the number of NEETs, Estyn judged that the authority had made satisfactory progress in addressing this recommendation and noted the following progress:

- The percentage of young people who are NEET in Cardiff continues to fall.
- All secondary schools now use the vulnerability assessment profile and this has been extended to the pupil referral unit and special schools. The profile assists schools in identifying pupils that are at risk of becoming not engaged in education, employment or training (NEET).
- All pupils that are educated otherwise than at school (EOTAS), now access taster courses with local providers and receive information and support in respect of next step opportunities. This has slightly improved the destinations for this group of learners.
- The local authority has recently started to track pupils that leave school during year 12 and 13 and it recognises that this is an aspect of its work that it needs to develop.
- The local authority has brought together a range of partners on its NEETs strategy group. This has promoted a better understanding of each other's work and has resulted in creative solutions.
- In 2015, 300 pupils identified as being at risk of becoming NEET were supported over the summer term and through the school holiday. Young people were able to access ongoing support and advice to help them to secure suitable education, employment and training placements. This approach is beginning to have a positive impact. However, unverified data for 2015 indicates that Year 11 NEETs has worsened slightly and that Cardiff remains one of the worst performing authorities in Wales. The variation in NEETs across schools remains too great.

- In order to improve destinations for looked-after children the authority has recently implemented a trainee programme. This aims to provide looked-after children with new skills and qualifications. Three LAC trainees from this programme have moved on to full apprenticeships.
- All pupils that are educated other than at school (EOTAS), now access taster courses with local providers and receive information and support in respect of next-step opportunities. This has slightly improved the destinations for this group of learners. However, the overall percentage of pupils that are NEET from the authority's special school for pupils with social, emotional and behavioural difficulties and EOTAS provision is far too high at around 45%.
- Relevant information on school exclusion and NEETs data is provided to the regional consortia's challenge advisers and this aspect of the challenge advisers' work with schools is beginning to improve. Expectations around support, challenge and reporting have been communicated with the Consortium and Challenge Advisers. Reporting formats have been agreed and exclusions, attendance and NEET's will feature in all future reports.
- At the October visit it was noted that senior leaders in education had in shaping, understanding and driving the reduction in the number of young people not in education, employment or training (NEET) was unclear and that the local authority had no overarching single NEET strategy. In response, by Estyn's return visit in January had produced a single strategy for youth engagement and progression. This strategy is in line with the six priority areas outlined in the Welsh Government guidance and outlines broadly the actions that need to be taken.

7.3 In addition since the January visit:

- Leadership roles have been revised and strengthened and the new strategy will be led by the Director of Education and the Director of Economic Development and the strategy has been endorsed by the Council's Leader and Chief Executive.
- The Director of Education is now chair of the EET Strategy Group to strengthen profile and accountability for the strategy and delivery of the action plan.
- The Youth Engagement and Progression Action Plan revised to reflect new strategy.
- The WASPI has been finalised and submitted to WG to share personal information about individuals legally, safely and with confidence,

8 Next Steps

- 8.1 In order to reduce the number of NEET young people in Cardiff, the LA has developed the 'Cardiff Commitment' which is a comprehensive, integrated, Cardiff Youth Engagement and Progression Strategy for the city. The strategy sets out how Cardiff Council, together with a wide range of partners in the public, private and third sectors, will seek to ensure a positive destination for every young person in Cardiff after statutory schooling, into employment, education or training.

- 8.2 The new strategy will be led by the Director of Education and the Director of Economic Development and will ensure robust action to prevent young people becoming NEET but will have a broader focus on providing opportunities for all young people at all skill and qualification levels and aims to secure a commitment from employers in the city to develop apprenticeships and employment opportunities for young people.
- 8.3 Cardiff and Vale College in partnership with the Council and schools are developing an innovative Junior Apprenticeships pilot for 14 -16 year olds which aims to be a creative solution to help reduce the numbers of young people who become NEET. The pilot proposes that approximately 90 year 10 learners will follow one of seven pathways for intensive vocational skill development as well as work related experience to develop employability and interpersonal skills. The learners will also study GCSE's in English and maths at the college and will attend CAVC on a full time basis for the 2 year programme. It is anticipated that prospective junior apprentices will be identified through the vulnerability assessment profile (VAP) as those who are most at risk of becoming NEET. Learners will achieve a Level 1 or 2 qualification in their chosen vocational area and will be encouraged and supported to achieve Level 2 where possible. Post 16, it is hoped that they will progress straight into further programmes at the college or apprenticeships. The Council will also provide work experience placement opportunities to support the learners in their vocational pathways.
- 8.4 The Youth Engagement and Progression Action Plan has been refreshed and will address the following:
- Having secured ESF funding, recruitment is underway to extend the capacity of the lead worker team and enable commissioning of bespoke pre-engagement provision (tier 2) for post 16 learners who are most at risk to address barriers.
 - Ensure that the additional resources that the bids will secure are targeted and support differentiated in schools that continue to cause concern where the number of NEETs are historically higher – Eastern High, Glyn Derw, EOTAS and Greenhill.
 - Broaden the scope of challenge and support to schools in respect of NEETs through the work of the Challenge Advisers and Governors. Deliver training to Governors (January 2016) on NEETs and Exclusions to develop and ensure and understanding of the variations in the data across schools in Cardiff and the questions that they need to be asking in their schools.
 - Ensure that the strategy to reduce NEETs aligns to the wider preventative agenda, including early years, parenting and family support and the Council's Early Help Strategy. Work with schools as part of Early Help Strategy to develop the arrangements for identifying families and helping them to get the support they need through piloting the use of a Joint Assessment Family Framework to provide a more effective joined-up service for families.

Appendix 1

Year 11 school leaver destination data (NEET) by school 2013 – 2015

School	2013	2014	2015* Indicative Data
Bishop Of Llandaff	0 (0)	0.52 (1)	1.06 (2) ↑↑
Cantonian	9 (10)	2.83 (3)	7.23 (6) ↓↑
Cardiff High	1.39 (3)	1.9 (4)	1.45 (2) ↑↓
Cathays	4.31 (7)	6.14 (10)	6.5 (10) ↑↑
Corpus Christi	1.56 (3)	2.5 (5)	2.82 (6) ↑↑
Eastern High	8.87% (22)	6.76 (15)	↓ 12.94 (26) ↑
Fitzalan	5.53 (12)	3.13 (8)	4.6 (11) ↓↑
Glyn Derw	9.45 (12)	12.3 (15)	9.09 (8) ↑↓
Greenhill	45.2 (5)	60 (9)	55.56 (10) ↑↓
Llanishen	3.34 (9)	4.53 (12)	4.26 (11) ↑↓
Llanederyn	10 (10)	4.8 (5)	N/A closed ↓
Mary Immaculate	11.21(12)	3.7 (4)	5.5 (6) ↓↑
Michaelston	8.47(10)	13.23 (16)	5.82 (6) ↑↓
Radyr	1.12(2)	0.47 (1)	2.98 (6) ↓↑
St Illtyds	5.47(8)	4.0 (7)	3.57 (6) ↓↓
St Teilos	1.06 (2)	2.7 (5)	2.64 (6) ↑↓
Whitchurch	2.19 (8)	3.19 (11)	3.44 (12) ↑↑
Willows	6.36 (10)	9.15 (14)	7.69 (10) ↑↓
Ysgol Gyfun Glantaf	2.4 (5)	2.23 (5) ↓	2.74 (6) ↑
Ysgol Gyfun Plasmawr	0.62 (1)	0.61 (1) ↔	0.61 (1) ↔
TOTAL	4.9% (174 of cohort of 3547)	4.26% (151 of cohort of 3546)	4.5% (152 of cohort of 3343)

Source: Careers Wales Pupil Destinations from Schools in Wales – annual survey providing a snapshot of pupil destinations as at 31st October each year.

2015 data is indicative and is subject to verification which will be released in May 2016

Appendix 2

Pupils who did not Achieve Level 1 (L1) threshold by secondary school

School	Number on Roll Year 11	Number of pupils not achieving L1	Percentage of pupils not achieving L1	Percentage of NEET pupils
Bishop of Llandaff	191	6	3.10%	1.06%
Cantonian	80	6	7.50%	7.23%
Cardiff High	207	0	0.00%	1.45%
Cathays	130	14	10.80%	6.50%
Corpus Christi	211	2	0.95%	2.82%
Fitzalan	236	4	1.70%	4.60%
Glyn Derw	88	18	20.40%	9.09%
Llanishen	256	9	3.51%	4.26%
MIHS	109	1	0.90%	5.50%
MCC	103	11	10.70%	5.82%
Radyr	201	6	3.00%	2.98%
Eastern High	201	71	35.30%	12.94%
St Illtyd's	166	4	2.40%	3.57%
St Teilo's	227	11	4.80%	2.64%
Whitchurch	349	16	4.60%	3.44%
Willows	128	21	16.40%	7.69%
YG Glantaf	219	5	2.30%	2.74%
YG Plasmawr	162	1	0.60%	0.61%
Greenhill	18	15	83.30%	55.56%
Woodlands	9	9	100.00%	
BYD	14	12	85.70%	
CARDIFF	3305	242	7.32%	4.5%
WALES			5.59%	



Appendix 3

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

School	2013	2014	2015
Bishop of Llandaff	5.47% (7)	8.55% (10)	0.00%
Cantonian	8.47%	4.69% (3)	4.76% (2)
Cardiff High	3.26% (6)	3.55% (6)	4.27% (7)
Cathays	5.26% (2)	6.35% (4)	5.8% (4)
Fitzalan	1.85% (2)	8.73% (11)	1.68% (2)
Llanishen		0.68% (1)	1.42% (2)
MCC	16.22% (12)	20.51% (8)	0.00%
Radyr	1.69% (2)	0.85% (1)	2.16% (3)
St Teilo's	1.22% (1)	3.37% (3)	2.2% (2)
Ty Gwyn Special School			30.77% (4)
Whitchurch	3.24% (7)	1.96% (4)	3.16% (6)
Woodlands			6.16% (2)
YG Glantaf	2.48% (3)	1.63% (2)	2.25% (4)
YG Plasmawr	4.65% (4)	2.56% (2)	2.83% (3)
CARDIFF	4.20%	4.42%	2.95%
WALES	4.70%	4.90%	tba

Source: Careers Wales Pupil Destinations from Schools in Wales – annual survey providing a snapshot of pupil destinations as at 31st October each year.

2015 data is indicative and is subject to verification which will be released in May 2016.