

**SCRUTINY BOARD**

**Wednesday, 2nd November, 2011**

**10.00 am**

Darent Room, Sessions House, County Hall, Maidstone







## AGENDA

### SCRUTINY BOARD

**Wednesday, 2 November 2011 at 10.00 am**    Ask for:    **Peter Sass**  
**Darent Room, Sessions House, County Hall,**    Telephone    **(01622) 694002**  
**Maidstone**

*Tea/Coffee will be available 15 minutes before the meeting*

#### **Membership (10)**

Conservative (9):    Mr E E C Hotson    (Chairman),    Mrs A D Allen,    Mr C J Capon,  
Mr N J D Chard,    Mr M C Dance,    Mr D A Hirst,    Mr R F Manning,  
Mr L B Ridings, MBE and Mrs E M Tweed

Liberal Democrat (1):    Mrs T Dean (Vice-Chairman)

#### **Webcasting Notice**

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#### **UNRESTRICTED ITEMS**

*(During these items the meeting is likely to be open to the public)*

#### **Item No**

- 1    Introduction/Webcasting
- 2    Substitutes
- 3    Declaration of Interests by Members in items on the Agenda for this meeting
- 4    Minutes - 13 July 2011 (Pages 1 - 4)
- 5    Select Committee update (Pages 5 - 30)
- 6    Sharing of good practice - discussion

## **EXEMPT ITEMS**

*(At the time of preparing the agenda there were no exempt items. During any such items which may arise the meeting is likely NOT to be open to the public)*

Peter Sass  
Head of Democratic Services  
(01622) 694002

**Tuesday, 25 October 2011**

*Please note that any background documents referred to in the accompanying papers maybe inspected by arrangement with the officer responsible for preparing the relevant report.*

## KENT COUNTY COUNCIL

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### SCRUTINY BOARD

MINUTES of a meeting of the Scrutiny Board held in the Darent Room, Sessions House, County Hall, Maidstone on Wednesday, 13 July 2011.

PRESENT: Mr E E C Hotson (Chairman), Mrs A D Allen, Mr C J Capon, Mr N J D Chard, Mr M C Dance, Mr D S Daley (Substitute for Mrs T Dean), Mr D A Hirst, Mr R F Manning, Mr L B Ridings, MBE Mrs E M Tweed

ALSO PRESENT: Mr A J King, MBE, Mr G Cowan Mr R J Lees

IN ATTENDANCE: Mr G Brown (Partnership Manager, Kent Forum Team), Mr M Chrysostomou (Media And Operations Manager), Miss J Dixon (Senior Partnership Officer, Kent Forum Team), Ms D Fitch (Assistant Democratic Services Manager (Policy Overview)) Mr P Sass (Head of Democratic Services)

### UNRESTRICTED ITEMS

#### **61. Minutes - 26 May 2011**

*(Item 3)*

RESOLVED that the minutes of the meeting held on 26 May 2011 are correctly recorded and that they be signed by the Chairman as a correct record.

#### **62. Vision for Kent 2011-2021 consultation draft**

*(Item 4)*

(1) The Committee received a report on Vision for Kent which was Kent Forum's strategy, developed in partnership between the public, private and voluntary sectors in Kent. A refreshed version of the strategy, Vision for Kent 2011-2021, was currently out for consultation. The Vision for Kent would be submitted to County Council in October 2011 for approval.

(2) Mr King, Mr Brown and Ms Dixon answered questions from Members and noted comments which included the following:-

- Reference was made to the challenge to get partnership working (page 7) there was a need to change the "us and them" mindset".
- Although the document highlighted the major role of the Kent Forum there was only a brief mention in the glossary of what the Kent Forum was, it was suggested that this should be expanded.
- It was important to create in Kent the "willing workforce", which would be an adaptable workforce, to help create wealth and encourage businesses to come to Kent. Mr King acknowledged that having the right workforce available in Kent was crucial for building the economy.
- The Regeneration and Economic Development Policy Overview and Scrutiny Committee (POSC) had expressed concern about the role of Ambition Board compared to Locality Boards, especially as partners in business were not

represented on Ambition Boards. It was explained that Locality Boards were key to delivering the 3 ambitions from Bold Steps for Kent. The role of Ambition Boards was to act as change agents and to disseminate best practise to assist Locality Boards. It was intended that Ambition Boards should have space to think creatively and to challenge.

- It was confirmed that two of the Ambition Boards (Tackling Disadvantage and Citizen in Control) had met, each had a core Membership of 2 County Council Cabinet Members, 4 District Council Leaders. The minutes for the Ambition Boards were on the Kent Forum Website.
- A Member expressed concern that the current number of responses to the consultation was low in proportion to the population of Kent. It was pointed out that the consultation had only started three weeks ago. It was suggested that the opportunity be taken at the County Show to publicise the consultation and to get feedback.
- The importance of Kent making the most of its natural resources and its listed buildings to encourage tourism was emphasised.
- As Dover was the one of the largest ports, it should be a nucleus for related industries such as ship building.
- The duplication of bullet points 3 and 5 on page 25 was noted.
- A Member mentioned the work being done with local academies and schools etc to prove the skills needed for new technology like construction of wind farms.
- A request was made for Members to receive the unedited feedback from the consultation so that they were able to gauge the concerns of the public.
- A Member questioned the feasibility of the laudable aim of increasing the public's involvement in voluntary work within such a short timescale.
- It was mentioned that some Parish Councils wished to take on more responsibility and were prepared to do so whereas others may not want to or may need some initial support to take on an increased role.
- A Member mentioned the success of the Neighbourhood Forum in his area in gaining the views of local people. Although another Member made the point that Neighbourhood Forums success was not universal across Kent. It was confirmed that Neighbourhood Forums and Local Boards were being used as part of the consultation on Vision for Kent.
- It was suggested that there should be an additional bullet point within growing the economy on Highway and Road infrastructure improvement.

(3) It was requested that the annual monitoring of Vision for Kent should be carried out by the Scrutiny Board or POSCs.

(4) RESOLVED that comment on the draft Vision for Kent 2011-2021, the consultation process and next steps noted.

### **63. Publicity for Overview and Scrutiny**

*(Item 5)*

(1) Mr Chrysostomou presented a report which set out ideas for working more effectively with the press and media in order to engage with the public on overview and scrutiny activities. This was a second paper (the first was delivered to Scrutiny Board on 15 July 2010) and followed on from the discussion item on 27 April 2011.

(2) Members discussed the recommendations set out in the report and made comments which included the following:-

- The Chairman of the Customer and Communities POSC mentioned that a reporter from the Kent and Sussex Courier had attended a meeting of her POSC and the Crime and Disorder Committee on 8 July 2011.
- It was mentioned that as the public were not able to speak at POSC meetings there was little point in holding these meeting outside of County Hall, if this continued to be the case then, as meetings were webcast it would be more efficient to hold these meetings at County Hall. The issue of allowing the public to speak at Overview and Scrutiny meetings was one that needed considered and a decision made.
- The importance of the Forward Plan of Key Decisions being used as a tool at agenda setting meetings in order to ensure that POSCs are able to have an input into the development of policy, was emphasised.
- It was pointed out that the Chairman of Cabinet Scrutiny Committee was keen on using press releases prior to the meeting to generate public interest.
- Mr Chrysostomou explained that his role was to advise Members on the right and most appropriate means of communicating with the media. He clarified that as part of the re-structuring officers who were involved with communication and engagement had been put into the same work directorate.

(3) RESOLVED that the recommendations set out in this report and the comments made by Members be noted.

#### **64. Rapporteur Scheme: The Four Principles** (Item 6)

(1) Mr Sass introduced a paper which set out a suggested process for the operation of a Rapporteurs Scheme for Overview and Scrutiny Members. The guidelines set out the main issues that needed to be considered before approval was given to a proposal to appoint a Rapporteur.

(2) Mr Chard pointed out that there needed to be a note against point (4) (a) to make it clear that Health Overview and Scrutiny Committee (HOSC) was exempt from the requirement to get approval from the appropriate Directorate, the HOSC was did not fall within the remit of any Directorate. It was clarified that a "Rapporteur" did not have to be an individual but could also include a small group of Members, which was the route that HOSC preferred. It was emphasised that as HOSC needed to drill down into certain issues, the use of Rapporteurs was a very effective way of working.

(3) The Chairman of the Regeneration and Economic Development POSC referred to a recent meeting where an academic of national standing had been invited along to the meeting to put forward his views as an external Rapporteur giving a different perspective and had promoted and very constructive debate. Details of this debate were mentioned to the Deputy Leader of Ashford Borough Council who had expressed an interest in them.

(4) A Member referred to the work that he had done on behalf of the Cabinet Scrutiny Committee in looking in detail at a sensitive issue and reporting back at the

public meeting of the Committee. This had been a very effective way of dealing with a sensitive issue.

(5) A Member emphasised although it was helpful for a Rapporteur to have an interest and/ some expertise in the matter under consideration they should also be independent, and be seen to be independent of the matter that they were going to report on.

(5) RESOLVED that the four principles set out in the report be approved (subject to the amendment of (4)(a) regarding HOSC), as the basis for the appointment of Rapporteurs and all requests by Overview and Scrutiny suite Committees to appoint a Rapporteur be submitted to the Scrutiny Board for approval.

## **65. Select Committee update**

*(Item 7)*

(1) Mr Sass introduced an update on the current Topic Review Programme and the resources available to deliver the programme.

(2) The Chairman of the Crime and Disorder Committee informed the Board that at the meeting of the Committee on 8 July 2011 a suggestion had been put forward for a Select Committee on Domestic Abuse, this suggestion had been supported by Police representatives. An assessment form would be completed and it was intended to submit this to the September meeting for the Scrutiny Board for consideration.

(3) It was noted that there might be a request to a future meeting to consider extending the timescale for the Select Committee on Educational Attainment.

(4) RESOLVED that the progress of the Select Committees on Educational Attainment at Key Stage 2, Dementia and the Student Journey be noted.

## **66. Sharing of good practise - discussion**

*(Item 8)*

(1) The Chairman of the Corporate POSC stated that when the amount of business for his POSC dictated it would be his intention to start the meeting at 9.30am in order to try to consider the business in one session.

(2) A couple of POSC Chairmen emphasised the importance of POSCs being timetabled so that items from Cabinet could be considered by POSC.

(3) Reference was made to the POSC Informal Member Groups on the Budget, those that had been held to date had been very successful.

(4) RESOLVED that the comments made be noted.

By: Peter Sass, Head of Democratic Services  
Eric Hotson, Chairman of the Scrutiny Board

To: Scrutiny Board – 2 November 2011

Subject: **Select Committee Work Programme**

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Summary: To receive an update on the current Topic Review Programme and the resources available to deliver the programme.

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### **Resources to Deliver the Select Committee Work Programme**

1. (1) There are currently two and a half FTE Research officers supporting the Select Committee topic review programme who are line managed from the Business Strategy Division of the Business Strategy and Support Directorate. They are continuing to work on their respective Select Committee. They are supported by three Democratic Services Officers from the Overview and Scrutiny team who also support the Policy Overview and Scrutiny Committees. In addition there is one Research Officer who is dedicated entirely to the Health Overview and Scrutiny Committee. The full time Research Officer post which supports the Cabinet Scrutiny Committee, and also carries out a number of specific projects to support the development of the Overview and Scrutiny function, is now being carried out on a job share basis by Anna Taylor and Adam Webb.

### **Select Committee – Topic Review Programme**

#### Select Committee – Attainment at Key Stage 2

2. (1) The Select Committee under the Chairmanship of Mr C Wells is looking at the reasons for variations in Key Stage 2 performance within Kent Schools, with a focus on schools in areas of deprivation.

(2) During June/July the Select Committee held briefing sessions from Heads of Service and also with officers from Districts for the schools selected for the focus group. Visits to 7 Schools are being held during October/early November 2011. Work is also being carried out to gather insights from pupils and parents and this is being facilitated by colleagues in the Directorates.

(3) The Committee will meet on 9 November 2011 to discuss the feedback from the visits, and will hold final hearings and consider areas for recommendation in late November/early December 2011. It is expected that the report will go to Cabinet in April 2012 and will then be submitted to the next available County Council.

#### Select Committee: Dementia

(4) The Select Committee on Dementia under the Chairmanship of Mrs Trudy Dean received its first draft report in September. The report was then shared with a number of stakeholders/contributors who had the opportunity to

comment and suggest changes; fulfilling a commitment made by the Chairman at the outset. Having agreed a final draft report the Select Committee has now agreed to combine a number of the recommendations made in order to gain the maximum benefits from the work.

(5) It is intended that the report will be submitted to Cabinet on 5 December and to County Council on 15 December 2011. "

#### Select Committee - The Student Journey

(6) The Select Committee, under the Chairmanship of Mr Kit Smith, has almost completed its evidence gathering sessions with key stakeholders, including representatives from business and education, and from young people. It will continue gathering evidence until the beginning of November 2011.

(7) The Committee met on 1 September 2011 to signpost areas for possible recommendation. The potential recommendations were met with widespread agreement by key KCC officers who will be responsible for the implementation of most recommendations. The draft recommendations are set out in **Appendix 1**. More recommendations may follow; they will be presented to the next Scrutiny Board meeting, when the Board reconvenes on Thursday 1 December 2011.

(8) It is intended that the Select Committee will submit its final report to the Cabinet in April 2012 and to County Council in May 2012.

(9) The bullet points below provide an outline of the main draft recommendations.

- *Dialogue and Collaboration* - Local Planning Forums need to be reshaped and should be accountable to Locality Boards.
- *Finance* - The existing approach to funding creates perverse incentives, encouraging learning and skills providers to study for qualifications that they will easily pass, rather than those which are best for educational progression to further and higher education and to skilled employment. Rather than fund on the basis of qualifications, the Committee proposes that Government funds on a per student basis.
- *Work readiness* - There should be less emphasis on irrelevant qualifications and on exam results, and more on the ability to add value to employers, apprenticeships, Higher Education and entrepreneurship. Information, advice and guidance (IAG) are essential and need improvement rather than reduction.
- *Employers* - A series of initiatives have been proposed in order to promote closer collaboration with employers and high quality experience of the workplace for young people. For instance, up to 5

business sectors should be represented in the delivery of a work-focused teaching programme in schools across Kent. Apprenticeships and internships should reside within the Education, Learning and Skills Directorate at KCC. A need for a holistic review of them, with new realistic targets, has been identified.

- *KCC internal communication* - KCC should review its policy on the use of social media. Also, a critical review of cross-directorate communication should take place in order to strengthen the employability of young people in Kent.
- *Implementation of recommendations* - The Committee proposes to run a pilot scheme - which is aimed at promoting dialogue between local learning and skills providers and local businesses - in one Kent District, and with the collaboration of its Locality Board. The Committee will report progress with this initiative to the Scrutiny Board to its next meeting, on 1 December 2011.

(10) Excellent collaboration between officers and Members in the production and in testing the implementations should be noted.

### **Annual Report on progress with Select Committee Recommendations**

3. The Annual report on progress with Recommendations from Select Committee 2009 -2010 was considered by County Council on 20 October 2011.

### **Select Committee Work Programme – Topic for a future review**

4. (1) At the meeting of this Committee, under its Crime and Disorder remit on 8 July 2011 it was agreed that a proposal for a Select Committee topic review on Domestic Abuse would be submitted to the Scrutiny Board for its consideration.

(2) Based on the current work programme and resources there would be one full time Research Officer available to begin work on a new review once the Dementia Select Committee report is submitted to Cabinet in December 2011.

(3) In accordance with the agreed process a copy of the assessment form for the Select Committee proposal is attached (**Appendix 2**) to assist the Board in deciding whether this Select Committee should be established. The Cabinet Member, Mr M Hill, OBE or his representative and Mr S Beaumont (Community Safety Manager) will be attending the meeting to speak on the proposal.

(4) Although all Policy Overview and Scrutiny Committees have a standing item giving the opportunity to put forward any suggestions for Select Committee reviews no other suggestions have been made to date.

### **5. Recommendation: that**

(a) the progress of the Select Committees on Educational Attainment at Key Stage 2, Dementia and the Student Journey, including the possible areas for

recommendation, be noted;

(b) the Board decides whether it wishes to establish a Select Committee on Domestic Abuse.

*Peter Sass*

*Tel No: 01622 694002*

*e-mail: peter.sass@kent.gov.uk*

*Background Papers – Nil*

## **The Student Journey Select Committee**

### **Potential Areas for Recommendation**

#### **Collaboration**

##### **Issue 1 – Dialogue and collaboration**

Promote communication and collaboration between local learning and skills providers and businesses. Also, strong evidence suggests that there is the need to promote the setting up of educational courses teaching young people employability skills necessary to meet local employers' needs.

##### **Potential recommendation**

**Strategic County-wide level** - Recommend the setting up of a **Kent strategic forum** which includes representatives/leaders of learning and skills providers and of businesses in the County. The objectives of this forum are:

- To discuss any issues that could present challenges to enhance the employability of young people in Kent, and to find solutions to these issues.
- To secure the commitment of all the leaders of key organisations in Kent that the solutions will be implemented.
- To set out clear and measurable targets to be achieved within agreed timescales.
- Organisations represented may include: Skills for Business Growth; Kent Association of Further Education Corporations (KAFEC), Connexions, Jobcentre, KATO, EBP Kent, Chambers, Federation of Small Businesses, Kent representatives of primary and secondary schools.
- A strategic overview post may be required to coordinate the activities of the strategic forum. It is important that the work of the coordinator is independent and transparent.

##### **Potential recommendation**

**Local level** – recommend the employment of existing **Local Planning Forums** to promote dialogue between local learning and skills providers and local employers. Although strategic leadership is necessary to secure commitment

at county-wide level, local issues and solutions are best discussed at local level, with local accountability residing with the Locality Board.

- Each Planning Forum would cover two Districts.
- Each Forum would be facilitated by a coordinator (some KCC officers already undertake this role). The main role of the coordinator would be to promote dialogue between local learning and skills providers and local employers in an effort to improve the employability of local young people.
- Representatives of Vocational Skills Centres should be included in the Forums to discuss and identify with local business representatives (perhaps including Chambers and the Federation of Small Businesses) specialist courses and qualifications that prepare young people for the jobs that local businesses intend to offer.
- Representatives of Districts should be included.
- The Sittingbourne Planning Forum should be adopted as model of good practice by the six Forums.

#### **Wolf Report – Recommendation 5**

The overall study programmes of all 16-18 year olds in ‘vocational’ programmes (i.e. currently everything other than A levels, pre-U and IB, and including ‘Foundation Learning’) should be governed by a set of general principles relating primarily to content, general structure, assessment arrangements and contact time. Provided these are met (and see recommendation 6 below), institutions should be free to offer any qualifications they please from a recognised (i.e. regulated) awarding body, and encouraged to include non-qualifications-based activity.

#### **Wolf Report – Recommendation 6**

16-19 year old students pursuing full-time courses of study should not follow a programme which is entirely ‘occupational’, or based solely on courses which directly reflect, and do not go beyond, the content of National Occupational Standards. Their programmes should also include at least one qualification of substantial size (in terms of teaching time) which offers clear potential for progression either in education or into skilled employment. Arrangements for part-time students and work-based 16-18 year olds will be different but the design of learning programmes for such students should also be considered.

#### **Wolf Report – Recommendation 27**

At college and school level the assessment and awarding processes used for vocational awards should involve local employers on a regular basis. Awarding bodies should demonstrate, when seeking recognition, how employers are involved directly in development and specification of qualifications.

## **Careers Education, Guidance and Funding**

### **Issue 2 – Funding, careers guidance and “easy” qualifications**

Current funding, league tables and accountability regimes promote perverse incentives which encourage schools and colleges to steer young people into easy courses and qualifications, rather than ones which will genuinely enhance their employability. This misguided information, advice and guidance can lead students to pursue educational routes leading to saturated careers.

As schools and colleges are allocated a budget to provide career education and information, advice and guidance to their students, it is paramount that IAG is impartial and accurate.

Although an increasing number of learning and skills providers are moving outside KCC's jurisdiction as a Local Education Authority, KCC can still hold them to account through other channels and organisations. Education institutions should focus on students' demands and needs.

#### **Potential recommendation**

The Select Committee endorses Recommendations 4 and 11 of the Wolf Report:

The Department of Education should make sure that performance management indicators and systems should not give schools incentives to divert low-attaining pupils onto courses and qualifications which are not recognised by employers or accepted by colleges for progression purposes.

Funding for full-time students age 16-18 should be on a programme basis, with a given level of funding per student. The funding should follow the student.

#### **Additional Information and issues**

- The Government on 6<sup>th</sup> October launched a consultation (will end on 5<sup>th</sup> January 2012) to seek views on how to implement key recommendations from Professor Wolf's Review of vocational education.
- The Education White Paper, which is due in late October 2011, could give an indication on whether, and the extent to which, the Government will act upon Recommendations 4 and 11 of the Wolf Report.

#### **Wolf Report – Recommendation 4**

DfE should review current policies for the lowest-attaining quintile of pupils at Key Stage 4, with a view to greatly increasing the proportion who are able to progress directly onto Level 2 programmes at age 16. Performance management indicators and systems should not give schools incentives to

divert low-attaining pupils onto courses and qualifications which are not recognised by employers or accepted by colleges for progression purposes.

### **Wolf Report – Recommendation 11**

Funding for full-time students age 16-18 should be on a programme basis, with a given level of funding per student. (This can and should be adjusted for differences in the content-related cost of courses, and for particular groups of high-need student.) The funding should follow the student.

### **Issue 3 – Earlier career education, soft skills and literacy and numeracy standards**

Consistent evidence, especially from businesses, indicates that young people lack the “soft skills” (for example, punctuality, professionalism and motivation) that employers seek in potential employees. Learning and skills providers should teach soft skills to young people in order to prepare them for the world of work.

Also, career education in schools is often taught too late, when pupils are about 16 year old. Career education, enterprise education, soft skills and work ethics should be taught from Key Stage 1/2 to ensure that they remain ingrained in young people’s attitudes and behaviour.

Finally, the business community - as well as the Wolf Report - points out that young people’s literacy and numeracy standards when completing compulsory education – especially those of lowest attaining learners - are inadequate in order to secure recruitment.

### **Potential recommendation**

Kent County Council (or KCC Cabinet Member for Education, Learning and Skills) should write to the Secretary of State for Education to urge the teaching of employability and “soft skills” in the curriculum from Key Stage 1 (or KS2). Literacy and numeracy standards, especially those of lowest attaining learners, should be raised.

### **Potential recommendation**

Kent County Council should develop an **electronic version of a portfolio** which contains a list of activities that young people in Kent should undertake in order to improve their employability. The e-portfolio should be available to students from the last two years of primary school to university; it should record the activities that will help students enhance their employment prospects through their different “student journeys”.

## **Additional Information and issues**

- The idea of an e-portfolio is currently being developed by the 14-19 Entitlement Team. By building on the current scheme it is hoped that costs would be reduced.
- This portfolio, which can be accessed electronically by students, should record progress made by the student. The Kentchoices4u website should host the e-portfolio.
- The portfolio could include activities and tasks such as: attitudinal/psychometric tests; learning how to produce a curriculum vitae to a high standard; mock interviews; personal career education and information, advice and guidance; work experience; support from families in the development of students' soft skills.
- Students in the last two years of primary school should begin to use the e-portfolio. It is hoped that this would help the development of soft skills from an early age, and would support students in consolidating their employability skills during their transition to secondary school.
- If the e-portfolio can be devised and promoted in a way that can contribute to positive outcomes in the Destination Measures assessment by Ofsted, local schools and colleges may be more inclined to support it. A "transfer value" attached to the portfolio is desirable. A prestigious qualification/kitemark?
- The e-portfolio is in effect a CV for those in education and work-based learning. The Committee believes that it should be called "Student Footprint", as it includes qualifications, soft skills and other achievements of students during their journeys from childhood to employment in adulthood. The title relates both to Bold Steps for Kent, and to the different journeys that students take.

## **Wolf Report – Recommendation 7**

Programmes for the lowest attaining learners – including many with LDD as well as those highly disaffected with formal education – should concentrate on the core academic skills of English and Maths, and on work experience. Funding and performance measures should be amended to promote a focus on these core areas and on employment outcomes rather than on the accrual of qualifications.

## **Wolf Report – Recommendation 9**

Students who are under 19 and do not have GCSE A\*-C in English and/or Maths should be required, as part of their programme, to pursue a course which either leads directly to these qualifications, or which provide significant progress towards future GCSE entry and success. The latter should be based around other Maths and English qualifications which have demonstrated substantial

content and coverage; and Key Skills should not be considered a suitable qualification in this context. DfE and BIS should consider how best to introduce a comparable requirement into apprenticeship frameworks.

### **Wolf Report – Recommendation 10**

DfE should continue and if possible increase its current level of support for CPD for mathematics teachers, and give particular attention to staff who are teaching post-16 students in colleges and schools. DfE and BIS should discuss the possibility of joint funding for post-16 CPD activities in English and Mathematics, especially as they relate to apprentices and to general FE colleges recruiting adults as well as young people.

### **Issue 4 – A kitemark scheme, and a national careers mentoring scheme, for information, advice and guidance**

It appears that the national Universal Careers Service will cease to exist in 2012. Responsibility for the provision – and the extent of the provision - of careers education and information, advice and guidance to students will be left to schools. This could potentially create variation, inconsistency and inequality in the amount and quality of careers education students in different schools receive. This is a matter of concern for members of the Committee, who feel that careers education and information advice and guidance are vital and should be supported.

The introduction or development of a reputable kitemark scheme in Kent would encourage the provision of good quality information, advice and guidance, and consistency across the County. The introduction of a national careers mentoring scheme, where volunteers offer careers information, advice and guidance as well as pastoral support to students, would provide schools with a cost effective option for a personalised careers service.

### **Potential recommendation**

Kent County Council (or the Cabinet Member for Education, Learning and Skills) should urge Government (or the Secretary for Education) to set up a national mentoring scheme for volunteers to provide young people with careers information, advice and guidance, as well as pastoral support in schools.

### **Additional Information and issues**

- The scheme should encourage the take up of mentors drawn from the business community.

### **Potential recommendation**

KCC should set up a pilot scheme, in at least two schools (secondary schools and/or colleges) per District, where mentors are regularly made available to provide students with careers information, advice and guidance (details on how

regularly mentors should provide IAG, and on its content, will have to be finalised).

### **Potential recommendation**

The 14-19 Entitlement Team should pilot an online career education mentoring website for Kent based on the national model of [www.horsemouth.co.uk](http://www.horsemouth.co.uk).

- The website provides a safe social network for informal mentoring; it enables users to search for a mentor, it gives information on how to become a mentor and is a source of inspirational mentoring stories.
- The scheme should encourage the take up of mentors drawn from the business community.

### **Potential recommendation**

Kent County Council should develop a reputable kitemark scheme in Kent in order to encourage the provision of good quality information, advice and guidance, and consistency across the County. The e-portfolio initiative (please see above) should be included in the requirements for the achievement of the quality standard.

### **Additional Information and issues**

- A Kent kitemark scheme, which acts as a quality standard for the management of career education and information, advice and guidance (CEIAG), already exists. It is called “Investors in Careers Award”, and has been created by KCC (14-19 Entitlement Team) in partnership with the Connexions service. It is the most widely recognised kitemark for CEIAG in the Country. The development and expansion of this existing scheme would provide a cost effective way of promoting good quality and consistent CEIAG in the County.
- At the moment 45 Kent primary and secondary schools are taking part in this initiative, of which 25 have achieved “advanced” level. No colleges are currently taking part, but they can if they wish to.
- It is important to promote the kitemark scheme to schools and make it relevant to Ofsted’s Destination Measures assessment in order to encourage take up.
- The kitemark licence costs a unique payment of £450, half of this amount is currently paid by Connexions.
- The IAG health check process to measure and monitor the kitemark quality standards currently costs KCC £10,000 (£100 per school).

## **Issue 5 – Re-channelling of grants**

According to oral evidence, the removal of Government grants, such as the Education Maintenance Allowance (EMA), could disproportionately impact negatively on students aged 14-24, leading for example to an increase in dropout rates. The re-channelling of resources from other grants - such as the Early Years Intervention grant - to the 14-19 Entitlement Team would help KCC address the issue.

### **Potential recommendation**

Kent County Council should channel part (amount?) of the Early Years Intervention grant to the 14-19 Entitlement Team to support the planning and provision of education-related services for young people aged 14-24.

### **Additional Information and issues**

- The Early Years Intervention grant (or part of it) could be used to support the development of young people's employability skills and/or to support the provision of personal careers education and information advice and guidance advisers. Advisers could be placed, for example, in the Connexions service or within KCC (Youth Service facilities?).

## **Issue 6 – Financing of the Young Chamber project**

The Young Chamber project promotes a greater understanding between the business community and their prospective future employees. It offers local businesses the opportunity to raise their profile and branding with schools and students. It also gives students the opportunity to learn recognised skills to progress into employment, self-employment or further training towards their desired careers.

Members were asked if they could offer financial support to the Young Chamber project, as many schools are unable to fund the project now that Government funding has been withdrawn. Last year a KCC Cabinet Member sponsored the Young Chamber licence fee of £500 to allow Kent Invicta Chamber to run the programme throughout Kent.

### **Potential Recommendation**

Kent County Council should support the Young Chamber project by sponsoring the Chamber's annual licence fee of £500.

### **KCC - Internal**

## **Issue 7 – A Communication strategy**

Communication between KCC directorates and teams could be improved to strengthen the employability of young people in Kent through education, and to promote engagement with young people to find out their needs in terms of their education and employability through the democratic process. A cross-

directorates communication strategy could be produced to improve internal collaboration and to promote the engagement with young people through innovative initiatives and the use of modern communication technology.

### **Potential recommendation**

Kent County Council should produce a cross-directorate communication strategy in an effort to strengthen the employability of young people in Kent through education, and to promote engagement and communication with young people through innovative initiatives and the use of modern communication technology.

### **Additional Information and issues**

- Current KCC's policies discourage the use of social media and networking in KCC-based websites.
- Management of the "Apprenticeships" element has passed from the Supporting Independence Programme to the 14-19 Entitlement Team (both KCC).

### **Issue 8 – Promotion of the Kentchoices4u website and broadening of apprenticeships section in the website**

Although initial evidence suggests that young people access the Kentchoices4u website for information advice and guidance about their future education and career, a broader access and choice could be offered. This could be achieved, for example, by broadening the apprenticeship section, and by introducing hyperlinks leading to kentchoices4u in other KCC websites that are popular with young people.

### **Potential recommendation**

KCC should promote the usage of the Kentchoices4u website by introducing, if possible, hyperlinks in other KCC websites which are popular with young people. In addition, sections of the website, such as the apprenticeship section, should be expanded to offer broader information and choice to young people. Finally, the reach of the website should be expanded in order to be also used by young people in the last two years of primary school (academic years 5-13) as a resource for information and advice.

### **Additional Information and issues**

- Management of the "Apprenticeships" remit and unit has passed from the Supporting Independence Programme to the 14-19 Entitlement Team, both in KCC.
- It is suggested by members of the Committee that the transfer of the Apprenticeships element should be followed by a holistic review of this element in Kent. The objectives and outcomes of the review should take into consideration the strategic leadership role by KCC with consulted and agreed targets for Kent.

- The website at present can be accessed by young people from secondary school. By expanding the reach of the kentchoice4u website to primary schools, the reach of the e-portfolio would also be expanded, as the portfolio is included in the website. It is hoped that this expansion would help the development of soft skills from an early age, and would support students in consolidating their employability skills during their transition to secondary school.

## **Employers' Engagement and Apprenticeships**

### **Issue 9 – Support to employers**

The very great majority of businesses in Kent are small and medium-sized businesses. Several of these businesses may find it challenging to invest time and resources to offer apprenticeship and work experience programmes.

Also, red tape, bureaucracy and ever changing employment regulations appear to complicate the setting up of apprenticeships by employers, and their take up by young people. At present there is only one member of staff (in the Supporting Independence Programme Team, but probably relocated to the 14-19 Entitlement Team) who promotes the benefits of apprenticeships to employers.

#### **Potential recommendation**

Kent County Council should increase its support, advice and guidance to local employers offering, or intending to offer, apprenticeships and work experience programmes to young people in Kent. It should help cutting bureaucratic processes in order to ease the setting up of apprenticeships by employers, and their take up by young people.

KCC should finance an additional post (or two additional posts, therefore allocating one officer to West, Mid and East Kent respectively) to promote the benefits of apprenticeships and work experience schemes to employers.

#### **Potential recommendation**

Kent County Council should encourage the establishment of a contact point which offers support, advice and guidance to businesses offering, or intending to offer, apprenticeships and work experience programmes to young people in Kent. The officers employed to promote apprenticeships should also run the contact point.

KCC should also encourage, in partnership with other organisations such as Connexions and EBP Kent, the set up of a database which retains shared information and contacts on areas including apprenticeships, work experience and health and safety matters. Some of the benefits resulting from the establishment of a contact point and of a shared database include:

- Growth of the economy.
- One easily identifiable source of information and support and guidance.

- Promotion of apprenticeships and work experience take up by employers.
- Recruitment savings by consolidating and sharing information and knowledge.
- Cutting of red tape through the consolidation of support and information.
- Enhanced engagement between employers and young people.

### **Additional Information and issues**

Barriers may arise as a result of recent changes in the English education system:

- The expansion of Academies.
- Work-Related Learning and Careers Education are no longer statutory subjects.
- Focus on E Bacallaureate is increasing.
- Resources constraints.

### **Potential recommendation**

Kent County Council endorses Recommendation 14 of the Wolf Report, and urges the Government to convert the recommendations into policy.

#### **Wolf Report – Recommendation 14**

Employers who take on 16-18 year old apprentices should be eligible for payments (direct or indirect), because and when they bear some of the cost of education for an age-group with a right to free full- time participation. Such payments should be made only where 16-18 year old apprentices receive clearly identified off-the-job training and education, with broad transferable elements.

#### **Wolf Report – Recommendation 15**

DfE and BIS should review contracting arrangements for apprenticeships, drawing on best practice internationally, with a view to increasing efficiency, controlling unit costs and driving out any frictional expenditure associated with brokerage or middleman activities that do not add value.

#### **Wolf Report – Recommendation 16**

DfE and BIS should discuss and consult urgently on alternative ways for groups of smaller employers to become direct providers of training and so receive 'training provider' payments, possibly through the encouragement of Group Training Associations (GTAs).

#### **Wolf Report – Recommendation 21**

DfE should evaluate models for supplying genuine work experience to 16-18 year olds who are enrolled as full-time students, not apprentices, and for

reimbursing local employers in a flexible way, using core funds. Schools and colleges should be encouraged to prioritise longer internships for older students, reflecting the fact that almost no young people move into full-time employment at 16; and government should correspondingly remove their statutory duty to provide every young person at KS4 with a standard amount of “work-related learning”.

### **Issue 10 – Increase take up of apprenticeships**

In order to increase the take up of apprenticeships in the County, it was suggested that KCC may set a challenge where 10% of 16-18 year old young people in Kent should be undertaking an apprenticeship by an agreed timeframe. KCC could promote this increase by contracting with learning and skills providers that a proportion of their students should embark on an apprenticeship. Currently in Kent there are many young people in employment but not in training; it was suggested to increase the take up of apprenticeships by beginning to promote them to young people in employment and their employers.

### **Potential Recommendation**

Kent County Council should put forward a challenge, where 10% of 16-18 year old young people in Kent should be undertaking an apprenticeship by an agreed timeframe. The local authority should support the initiative by contracting with learning and skills providers that a proportion of their students should embark on an apprenticeship.

### **Additional Information and issues**

- What leverage can KCC use to persuade local learning and skills providers to take part in the initiative? What are the benefits for learning and skills providers? Perhaps Ofsted’s Destination Measures assessment could be helpful.

## **Post-16 Transport Policy**

### **Issue 11 – Kent 16+ Travel Pass**

KCC is proposing to develop within the Post-16 Transport Policy 2012 a “Kent 16+ Travel Pass (‘the Pass’) for bus travel. The Pass will be available to Kent resident learners in the academic years 12 and 13 (and Year 14 students who are completing their 14-19 studies) and 16-24 year-olds with Statements of Educational Need or a Learning Difficulty Assessment. Three options for the operation of the new Pass are currently being considered; two options entail a financial contribution from learning and skills providers.

It appears that young people studying apprenticeships will be included in the scheme. However, it seems that only a limited number of passes will be available to apprentices, and be insufficient to subsidise all young people wishing to take up an apprenticeship. Travel expenses could discourage some young people from choosing to study an apprenticeship. At present, there are

no measures in place to enable employers to purchase the pass for their apprentices, if they wish to do so.

### **Potential recommendation**

Kent County Council should put in place measures to enable Kent employers to purchase the Kent 16+ Travel Pass for their apprentices.

### **Alternative Training and NEETs**

#### **Issue 12 – Alternative training and Young people not in Education, Employment or Training**

About 5% of young people aged 16-18 in Kent are not in education, employment or training. As powerful collaboration structures between learning and skills providers already exist, KCC could encourage them to agree voluntary targets to reduce the number of young people who could potentially become NEETs when leaving school or college.

The Local Authority could also endorse and support the expansion of initiatives such as the Ashford Impact, which are aimed at identifying young people not in employment, education or training (or at risk of becoming NEETs) and at improving their confidence and employability through rigorous training.

Finally, Kent County Council should consider the proposal of the Kent-based Denne construction company to develop and support the delivery of a work-focused programme – the Engineering and Design programme for Schools - to be taught in secondary schools in Kent (please see Appendix A below).

### **Potential recommendation**

Kent County Council should encourage learning and skills providers to agree voluntary targets to reduce the number of young people who could potentially become NEETs when leaving school or college.

### **Potential recommendation**

The Local Authority should support the continuation and expansion of initiatives such as the Ashford Impact, which are aimed at identifying young people not in employment, education or training (or at risk of becoming NEETs) and at improving their confidence and employability through rigorous and specialist training.

### **Additional Information and issues**

- Although the Impact is supported by KCC, the Connexions Service and other charitable organisations, funding has been severely curtailed and the organisation and its valuable work may come to an end.

## **Potential recommendation**

Kent County Council should consider the proposal of the Kent-based Denne construction company to develop and support the delivery of a work-focused programme – the Engineering and Design programme for Schools - to be taught in secondary schools in Kent

- Please see Appendix A below for further details.

## **Self Employment**

### **Issue 13 – Promotion of self employment**

Normally young people in Kent go through their education with a view to having three optional endings: continue their education, employment or unemployment. However, they do not often seem to consider a “fourth option”, that of becoming self-employed. The option of being more entrepreneurial and of becoming self-employed should be promoted, and information should be offered to young people about the support and guidance available to them. The Kent Foundation supports young people in Kent who are interested in starting a business, or who have started a business and need some business advice and support to grow the business.

## **Potential recommendation**

Kent County Council should encourage schools to raise awareness amongst their students about the option of becoming self-employed, and to offer information about the support and guidance that are available.

The Kent Foundation should be supported in promoting entrepreneurship and self-employment, and in increasing the number of Kent young people starting up a business with its support. In addition, the organisation should be encouraged to deliver enterprise education to young people in Kent.

## The Student Journey Select Committee

### **Denne Training Academy – Engineering & Design Programme for Schools**

#### **Background**

On Tuesday 13<sup>th</sup> September 2011 representatives of the KCC Student Journey Select Committee visited Denne. As part of the discussions Denne suggested that the Company could develop and support the delivery of a work-focused programme to be taught in secondary schools in Kent.

#### **Outline of Approach**

The objective of the programme is to help equip young people with the skills to succeed in the workplace. The programme would initially be aimed at Year 9 students who have an interest in vocational and technical skills. It would focus on three areas of the curriculum; i) Mathematics, ii) English and iii) Design Technology.

This programme would be offered to a cohort of 30 students from year 9. They would continue within the mainstream of the school for all lessons other than the 3 subjects covered under the programme ie Mathematics, English and Design Technology. The science curriculum would not be included as part of the programme. However, it would be expected that aspects of science would be covered with the aim of reinforcing the understanding of its application to engineering and design. The schools would have a stand-alone teaching unit dedicated to delivering these subject areas.

The curriculum material would be designed to cover the national curriculum for these subject areas within year 9 of Key Stage 3. Engineering and design would be the context in which these subject areas would be taught.

A key feature of the approach would be the imposition of a work-based ethos as part of the learning environment. This would involve ensuring that strict codes of conduct are observed with regard to behaviour. Students would be held accountable for their performance just as they would be in a work environment. Employment style disciplinary procedures would be used to regulate behaviour.

Trained teachers with relevant experience in industry would be employed directly by the schools to deliver these classes. These would be either members of the existing teaching staff or new teachers recruited by the schools for this purpose. A Denne skills coordinator would work with the teaching staff to support the delivery of the curriculum and coordinate curriculum activities.

To ensure that the programme could be rolled out to all schools in Kent other companies would be recruited to deliver similar programmes.

#### **Proposal**

The proposal is for Denne to develop appropriate curriculum material in engineering and design, and then pilot the implementation of the programme with 2 schools in the first year. In the second year the Denne pilot would be expanded to 5 schools. Assuming a successful outcome of this pilot the programme would be rolled out across other schools with Denne supporting up to 20 schools with the programme.

Other companies would be approached with a view of them developing a similar programme for up to 20 schools per company. This would mean that all secondary modern schools in Kent could be supported by a business partner. Denne would set up a Community Interest Company to deliver its programme.

### **Outline Timetable**

April 2012	Agreement to proceed with Denne pilot
End of May 2012	Outline of curriculum developed and approved
End of June 2012	Two pilot schools identified and implementation approved
End of August 2012	Detailed curriculum material for the first term prepared and approved
September 2012	Commence delivery of Denne first stage pilot at two schools
December 2012	Details curriculum material for terms 2 and 3 prepared and approved
February 2013	Commence identification of 3 to 4 other companies to run programme
April 2013	Agreement to proceed with 3 to 4 other companies for first stage pilot
End of May 2013	Decision on 2 <sup>nd</sup> stage of Denne pilot – 5 schools to be covered
September 2013	Year 2 Denne pilot commence with 5 schools
	First stage pilot with other companies commence
End of May 2013	Decision on roll-out to up to 20 schools for Denne programme

## ASSESSMENT OF A SELECT COMMITTEE TOPIC REVIEW

\* - sections to be filled in by the proposer of the topic

<p><b>*Subject of Proposed Review:-</b></p> <p><b>Domestic Abuse</b></p>
<p><b>*Reason for the Review:-</b> (see Note 1 below)</p> <p><b>Domestic Abuse is one of the six priorities in the Community Safety Agreement 11-14, which is the document the O&amp;S Committee has agreed as its baseline indicator. At the Crime &amp; Disorder POSC in July, there was agreement that many of the DV victims fell through the net, or discontinued pursuing their case because of confusion over referral points for both themselves, professionals and Councillors. This needs addressing for the reasons stated below.</b></p>
<p><b>*Issues to be covered by the Terms of Reference:-</b></p> <p><b>Domestic Abuse accounts for 20 per cent of reported crime, with 55 new cases reported per day. A large percentage of referrals to Childrens' Services results from members of the public concerned about abuse in a child's home and obviously this creates considerable pressure for Childrens' Services.</b></p> <p><b>Why do women return again and again to the person who abuses them, when with the right intervention and support this could be avoided?</b></p> <p><b>Consideration of the funding available for support agencies in the voluntary sector.</b></p>

**\*Scope of the review:-**

With the cost to the public purse in Kent now running at £314m, the Cttee will need to look at: 1) the correlation between drug/alcohol abuse and domestic abuse. 2) The rise in repeat offending. 3) The need for a central point of contact for victims apart from Police Stations. 4) Support for DA Agencies.

**\*Purpose and objectives of the Review:-**

To analyse why and where DA is increasing so dramatically.  
To explore how the instances of DA might be lowered (therefore improving the lives of adults and children, and saving money in both health and social care).  
To investigate the funding implications for those agencies delivering support.

**Proposer of the review - (Please print name and sign)**

Elizabeth Tweed, Chairman  
C&C/Crime&DisorderPOSCS.....

To be completed by the Directorate/Cabinet Member(s)

**Are there any reasons why this review should not be put forward for inclusion in the work programme for 2011/12? (see Note 2 below)**

No

**How will the review contribute to corporate objectives and priorities?**

**Vision For Kent 2011- 2021**

Ambition 2 – To tackle Disadvantage

To create a good quality of life for everyone and provide a good start in life for all children.

Ambition 3 – Put Citizens In Control

To design services to meet the needs of people who use them, tackling crime and antisocial behaviour and involving people in making decisions.

**Will the review support the achievement of Bold Steps for Kent aims? If yes, please identify aim and give details:-**

Ambition 2 – To tackle Disadvantage

- Supporting the most vulnerable
- move to a single assessment framework,
- targeted intervention
- tackle high cost disruptive families
- Improving the role of TS and CS in prevention.

Ambition 3 – Put Citizens In Control

- Expand the 'Gateway' programme to cover multi-channel access to services through the internet and telephone.
- Drive personalisation across our services.

**Does the review need to be completed within a specific timeframe? If yes, please give details:-**

No but it would be useful to inform future funding plans to ensure sustainability of DA services.

**How will this review have an impact on KCC policy development and/or help to**

**influence national policy?**

### **Community Safety Agreement 2011 - 2014**

The Community Safety Agreement sets out how partners in Kent will work together to address the key community safety priorities for the County, identifying the shared objectives and outcomes required to improve the lives of the people of Kent.

All eleven local Community Safety Partnerships in Kent assessed that Domestic Abuse was a key priority for their district/borough during the 2010/11 strategic assessment process.

### **Kent and Medway Domestic Abuse Strategy 2010 - 2013**

This strategy is intended to be an overarching document setting out a common understanding and commitment from key stakeholders to address domestic abuse across Kent and Medway. Its key ambitions are to:

1. Reduce DA and change attitudes.
2. Provide support to victims of abuse.
3. Protect victims of DA
4. Multi-Agency working

### **End Violence Against Women and Girls Strategy (National)**

In the strategic vision to end violence against women and girls, the government has committed to £28m (in total) of stable Home Office funding for specialist services over the next four years, improving the response to rape, more training and early intervention programmes, new powers and better support for victims.

The action plan contains measures for central government to:

- Prevent violence from happening by challenging the attitudes and behaviours which foster it and intervening early where possible to prevent it.
- Provide adequate levels of support where violence does occur.
- Work in partnership to obtain the best outcome for victims and their families.
- Take action to reduce the risk to women and girls who are victims of these crimes and ensure that perpetrators are brought to justice.

### **Kent Alcohol Strategy 2011 - 2013**

The Kent Alcohol Strategy aims to inform, highlight and raise the profile of issues relating to the harms associated with alcohol misuse and promote positive attitudes to alcohol within the framework of the 2008 national Strategy: Safe, Sensible, Social.

### **Kent Hidden Harm Strategy 2010 - 2013**

Hidden Harm refers to children and young people whose particular needs are often overlooked; where their parental substance misuse has serious negative effects on their childhood. These children and young people are often in need of protection and support to help them achieve their potential.

**Kent Children and Young Peoples Plan, 2011- 2014**

The Children and Young People's Plan (CYPP) is the single, strategic, overarching plan for all services affecting children and young people across Kent; particularly the role of children's centres and addressing DA in local communities.

**Kent Supporting People Strategy, 2010 - 2015**

The Supporting People Strategy enables vulnerable people to maintain their housing situation, manage their finances, co-exist successfully in their community, acquire independent living skills, stay safe, liaise with other agencies, and access training, education, and employment.

**How will this review add value to the County Council and residents of Kent?**

To explore the importance of sustainable funding, to identify gaps and local variations in service delivery and highlight the importance of partnership working particularly around early identification and preventative work; therefore, improving the lives of adults and children, and saving KCC and partner agencies money.

**Any additional comments from the Portfolio Holder/Strategic Director:-**

**Portfolio Holder's Signature:-**

**Strategic Director's Signature:-**

**Contact Officer:-**

**Date:-**

**Note 1 - Possible reasons for the review**

1. Key public issue, identified by
  - Focus groups/citizens panels
  - Member contact with constituents/member surgeries
  - Contact with key representative bodies/forums
  - Media coverage – Public interest issue covered in local media
2. Issue highlighted via POC activities or previous reviews

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