

Public Document Pack



Northumberland County Council

Your ref:

Our ref:

Enquiries to: Lesley Little

Email: Lesley.Little@northumberland.gov.uk

Tel direct: 01670 622614

Date: Wednesday, 24 November 2021

Dear Sir or Madam,

Your attendance is requested at a meeting of the **FAMILY AND CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE** to be held in **MEETING SPACE - BLOCK 1, FLOOR 2 - COUNTY HALL** on **THURSDAY, 2 DECEMBER 2021** at **10.00 AM**.

Yours faithfully

Daljit Lally
Chief Executive

To Family and Children's Services Overview and Scrutiny Committee members as follows:-

C Ball, D Carr, W Daley (Chair), R Dodd (Vice-Chair), C Dunbar, L Dunn, A Scott, M Swinburn, C Taylor and T Thorne

A Hodgson, L Houghton, D Lennox, P Rickeard and J Sanderson

Any member of the press or public may view the proceedings of this meeting live on our YouTube channel at <https://www.youtube.com/NorthumberlandTV>. Members of the press and public may tweet, blog etc during the live broadcast as they would be able to during a regular Committee meeting.

Members are referred to the risk assessment, previously circulated, for meetings held in County Hall. Masks should be worn when moving round but can be removed when seated, social distancing should be maintained, hand sanitiser regularly used and members requested to self-test twice a week at home, in line with government guidelines.



Daljit Lally, Chief Executive
County Hall, Morpeth, Northumberland, NE61 2EF
T: 0345 600 6400
www.northumberland.gov.uk



AGENDA

PART I

It is expected that the matters included in this part of the agenda will be dealt with in public.

1. APOLOGIES FOR ABSENCE

2. DISCLOSURE OF MEMBERS' INTERESTS

Unless already entered in the Council's Register of Members' interests, members are required to disclose any personal interest (which includes any disclosable pecuniary interest) they may have in any of the items included on the agenda for the meeting in accordance with the Code of Conduct adopted by the Council on 4 July 2012, and are reminded that if they have any personal interests of a prejudicial nature (as defined under paragraph 17 of the Code Conduct) they must not participate in any discussion or vote on the matter and must leave the room. NB Any member needing clarification must contact the monitoring officer by email at monitoringofficer@northumberland.gov.uk. Please refer to the guidance on disclosures at the rear of this agenda letter.

3. FORWARD PLAN OF KEY DECISIONS

(Pages 1
- 6)

To note the latest Forward Plan of key decisions for December 2021 to March 2022. Any further changes made to the Forward Plan will be reported to the committee.

4. OPPORTUNITY FOR EXPANSION OF NORTHUMBERLAND HEALTH EDUCATION ENGLAND (HEE) PROJECT CHOICE

(Pages 7
- 34)

The Cabinet report communicates the opportunity to develop a wider scope of delivery for Health Education England's Project choice within Northumberland in order to more rapidly deliver on Northumberland County Councils education priorities and SEND priorities. Comments made by this Committee will be reported to Cabinet on 7 December 2021.

5. NORTHUMBERLAND STRATEGIC SKILLS PLAN 2021-25 (MARCH 2021, UPDATED OCTOBER 2021)

(Pages
35 - 52)

The Cabinet report provides details of the Northumberland Strategic Skills Plan 2021-25, a document designed to guide skills planning and the approach in designing impactful vocational skills provision within the county to yield greatest impact for residents and the local economy. Comments made by this Committee will be reported to Cabinet on 7 December 2021.

6. NORTHUMBERLAND SKILLS PATHFINDER - CURRICULUM RESEARCH

(Pages
53 - 60)

The report shares a sample of content and findings from a suite of reports

resulting from a range of internal and externally commissioned skills and employment based research activities conducted on the subject of curriculum development priorities within Northumberland County. The content and findings underpin Northumberland Strategic Skills Plan 2021-25 which is designed to inform skills planning and the approach in designing impactful vocational skills provision.

The appendices are available for viewing on the Council's website.

- 7. FAMILY AND CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE WORK PROGRAMME AND MONITORING REPORT 2021/22** (Pages 61 - 70)

Members are asked to review and note the Family and Children's Services Overview and Scrutiny Committee Work Programme and Monitoring Report.

- 8. URGENT BUSINESS**

IF YOU HAVE AN INTEREST AT THIS MEETING, PLEASE:

- Declare it and give details of its nature before the matter is discussion or as soon as it becomes apparent to you.
- Complete this sheet and pass it to the Democratic Services Officer.

Name (please print):
Meeting:
Date:
Item to which your interest relates:
Nature of Registerable Personal Interest i.e either disclosable pecuniary interest (as defined by Annex 2 to Code of Conduct or other interest (as defined by Annex 3 to Code of Conduct) (please give details):
Nature of Non-registerable Personal Interest (please give details):
Are you intending to withdraw from the meeting?

1. Registerable Personal Interests – You may have a Registerable Personal Interest if the issue being discussed in the meeting:

a) relates to any Disclosable Pecuniary Interest (as defined by Annex 1 to the Code of Conduct); or

b) any other interest (as defined by Annex 2 to the Code of Conduct)

The following interests are Disclosable Pecuniary Interests if they are an interest of either you or your spouse or civil partner:

(1) Employment, Office, Companies, Profession or vocation; (2) Sponsorship; (3) Contracts with the Council; (4) Land in the County; (5) Licences in the County; (6) Corporate Tenancies with the Council; or (7) Securities - interests in Companies trading with the Council.

The following are other Registerable Personal Interests:

(1) any body of which you are a member (or in a position of general control or management) to which you are appointed or nominated by the Council; (2) any body which (i) exercises functions of a public nature or (ii) has charitable purposes or (iii) one of whose principal purpose includes the influence of public opinion or policy (including any political party or trade union) of which you are a member (or in a position of general control or management); or (3) any person from whom you have received within the previous three years a gift or hospitality with an estimated value of more than £50 which is attributable to your position as an elected or co-opted member of the Council.

2. Non-registerable personal interests - You may have a non-registerable personal interest when you attend a meeting of the Council or Cabinet, or one of their committees or sub-committees, and you are, or ought reasonably to be, aware that a decision in relation to an item of business which is to be transacted might reasonably be regarded as affecting your well being or financial position, or the well being or financial position of a person described below to a greater extent than most inhabitants of the area affected by the decision.

The persons referred to above are: (a) a member of your family; (b) any person with whom you have a close association; or (c) in relation to persons described in (a) and (b), their employer, any firm in which they are a partner, or company of which they are a director or shareholder.

3. Non-participation in Council Business

When you attend a meeting of the Council or Cabinet, or one of their committees or sub-committees, and you are aware that the criteria set out below are satisfied in relation to any matter to be considered, or being considered at that meeting, you must : (a) Declare that fact to the meeting; (b) Not participate (or further participate) in any discussion of the matter at the meeting; (c) Not participate in any vote (or further vote) taken on the matter at the meeting; and (d) Leave the room whilst the matter is being discussed.

The criteria for the purposes of the above paragraph are that: (a) You have a registerable or non-registerable personal interest in the matter which is such that a member of the public knowing the relevant facts would reasonably think it so significant that it is likely to prejudice your judgement of the public interest; **and either** (b) the matter will affect the financial position of yourself or one of the persons or bodies referred to above or in any of your register entries; **or** (c) the matter concerns a request for any permission, licence, consent or registration sought by yourself or any of the persons referred to above or in any of your register entries.

This guidance is not a complete statement of the rules on declaration of interests which are contained in the Members' Code of Conduct. If in any doubt, please consult the Monitoring Officer or relevant Democratic Services Officer before the meeting.

This page is intentionally left blank

Forward Plan

FORTHCOMING CABINET DECISIONS DECEMBER 2021 TO MARCH 2022

DECISION	PROPOSED SCRUTINY DATE	CABINET DATE
<p>Northumberland Strategic Skills Plan 2021-25 The report requests approval to use Northumberland Strategic Skills Plan 2021-25, a document designed to guide skills planning and the approach in designing impactful vocational skills provision within the county to yield greatest impact for residents and the local economy. (G. Renner Thompson/N. Dorward - 07811 020806)</p>	FACS 2 December 2021	7 December 2021
<p>Approval of the Council Tax Base 2022/23 The Council is required to set its council tax base annually. The tax base must be set between the 1st of December and 31st January. The tax base is a measure of the Council's taxable capacity which is used for the setting of its council tax. Legislation sets out the formula for calculation. Cabinet has delegated authority to approve the tax base. (R. Wearmouth/G. Barnes 01670 624351)</p>	N/A	7 December 2021
<p>Wooler Neighbourhood Plan To seek approval to formally 'make' the Wooler Neighbourhood Plan. The Plan passed independent examination in May 2020. Covid regulations delayed the holding of referendums until after May 2021. A local referendum held in the Parish of Wooler on 10 June 2021 returned a majority vote in favour of the County Council using</p>	N/A	7 December 2021

<p>the Plan to make decisions on planning applications. The Council is now obliged by statute to make the Neighbourhood Plan unless it considers that doing so would breach European Union obligations. Making the Plan has been delayed due to the need to take external legal advice on a matter raised by the Northumberland National Park Authority.</p> <p>(C. Horncastle/S. Branningan - 07966 335 508)</p>		
<p>Health Education England & NCC Project Choice To advise Cabinet about an opportunity to develop a wider scope of delivery for Health Education England's Project choice within Northumberland in order to more rapidly deliver on Northumberland County Council's education priorities and SEND priorities.</p> <p>U C. Renner Thompson/Neil Dorward (07811 020 806)</p>	FACS 2 December 2021	7 December 2021
<p>Trading Companies' Financial Performance 2021-22 - Position at the end of September 2021 The purpose of the report is to ensure that the Cabinet is informed of the current financial positions of its trading companies for 2021-22 (R. Wearmouth/M. Calvert - 01670 620197) (Confidential report)</p>	CSEG 6 December 2021	7 December 2021
<p>Destination Management - Structure and Future Funding Arrangements This report provides an overview of the current, and proposed management, arrangements for the strategic management and marketing of tourism in Northumberland (J. Watson/N. Walsh - 07789654472) (confidential report)</p>	C&P 1 December 2021	7 December 2021

<p>Household Support Fund To provide an overview of Northumberland County Council's proposed response and delivery of the Household Support Fund (HSF) for the period 06th October 2021 to 31st March 2022. (R. Wearmouth/W. Pattison/P. Brooks - 07770981864)</p>	<p>CSEG 6 December 2021</p>	<p>7 December 2021</p>
<p>Outcomes of consultation on proposal to amalgamate Seaton Sluice Middle School and Whytrig Middle School This report sets out the feedback received from stakeholders in response to informal consultation on a proposal to amalgamate Seaton Sluice Middle School and Whytrig Middle School in new shared buildings with Astley Community High School, necessitating the formal closure of Seaton Sluice Middle School. This consultation was approved by Cabinet on 12 October 2021 in response to a request brought forward by the federated Governing Body of the Seaton Valley Federation which governs all 3 schools. Cabinet may also be recommended to approve the implementation of formal (statutory) consultation on this proposal, which if approved would require Cabinet to make a final decision on the proposal at a later date. (G. Renner Thompson/Sue Aviston - 01670 622281)</p>	<p>FACS 6 January 2022</p>	<p>11 January 2022</p>
<p>Outcome of Consultation on proposals for Atkinson House This report sets out the feedback received from stakeholders from consultation on proposals for Atkinson House Special School in Seghill, a secondary provision for boys with Social, Emotional and mental health (SEMH) needs in</p>	<p>FACS 6 January 2022</p>	<p>11 January 2022</p>

<p>Northumberland.</p> <p>Cabinet may be also be recommended to permit the publication of a Statutory Proposal in relation to this proposal, which if approved would require Cabinet to make a final decision on the proposal at a later date. (G. Renner Thompson/Sue Aviston - 01670 622281)</p>		
<p>Notification of the Estimated Collection Fund Balances 2021-22 – Council Tax & Business Rates</p> <p>The report will advise members of the estimated surplus or deficit balances on the Collection Fund in relation to Council Tax and Business Rates at 31 March 2022. The Local Government Finance Act 1992 (as amended) requires the Council as the Billing Authority to calculate a Council Tax Collection Fund estimate by 15th January each year. The Non-Domestic Rating (Rates Retention) Regulations 2013 require the Council as the Billing Authority to calculate a Business Rates Collection Fund estimate on or before 31st January each year. (R. Wearmouth/A. Elsdon 622168)</p>	<p>CSEG 10 January 2022</p>	<p>11 January 2022</p>
<p>Local Government Social Care Ombudsman Judgment</p> <p>This report will provide an overview of a recent judgement from the LGSCO in relation to Northumberland County Council. We are required by law for any outcome judgements to be on the agenda at a cabinet or council meeting (W. Pattison/C. McEvoy-Carr – 01670 01670 623958)</p>	<p>N/A</p>	<p>11 January 2022</p>
<p>Ad Gefrin Distillery and Visitor Centre</p>	<p>CSEG 10 January 2022</p>	<p>11 January 2022</p>

<p>To provide an update on the construction of the visitor facility at Wooler and its implications for investment within the Borderland Inclusive Growth Deal.(Confidential report)</p> <p>(R. Wearmouth/J. Rose - 01670 624747)</p>		
<p>Revenues and Benefits Policies for 2022/23</p> <p>The report sets out the policies that the Revenues and Benefits services operate for the administration of council tax, business rates, housing benefit and council tax support. The report is for information and approval of any updates or legislation changes that need to be made.</p> <p>(R. Wearmouth/G. Barnes - 01670 624351)</p>	<p>CSEG 7 February 2022</p>	<p>8 February 2022 Council 23 February 2022</p>
<p>Budget 2022-23 and Medium Term Financial Plan 2022-25</p> <p>The report presents the updated Budget 2022-23 and Medium Term Financial Plan 2022-25 to Cabinet following the receipt of the provisional local government settlement which is due to be announced during December 2021. The report will also include an update on the deliverability of savings.</p> <p>(R. Wearmouth/ A. Elsdon - 01670 622168)</p>	<p>CSEG 7 February 2022</p>	<p>8 February 2022 Council 23 February 2022</p>
<p>Trading Companies' Financial Performance 2021-22 - Position at the end of December 2021</p> <p>The purpose of the report is to ensure that the Cabinet is informed of the current financial positions of its trading companies for 2021-22</p> <p>(R. Wearmouth/M. Calvert - 01670 620197)</p> <p>(Confidential report)</p>	<p>TBC</p>	<p>8 March 2022</p>

--	--	--

Families and Children Overview and Scrutiny (2nd December 2021)

Cabinet (7th December 2021)

Report Title: Opportunity for expansion of Northumberland HEE Project Choice.

Executive Director: Cath McEvoy-Carr - Adults and Children's Services.

Senior Service Director: Audrey Kingham – Education & Skills.

Service Director: Leanne Furnell – Human Resources & Organisational Development.

Cabinet Member: Richard Wearmouth - Cabinet Member for Corporate Services.

Cabinet Member: Guy Renner Thompson - Cabinet Member, Children's Services.

Report by: Neil Dorward - Senior Manager - Education Development & Collaborative Projects.

Contents

Purpose of report.....	2
Recommendations	2
Link to Corporate Plans.....	3
Key issues :	4
Background:	5
Opportunity.....	6
Opportunity 1 (short term):.....	6
Opportunity 2, medium term:	7
Opportunity 3, longer term:	8
Implications.....	9
Background papers:	10
Report sign off.....	10
Author and Contact Details.....	10

Purpose of report

To communicate to executive, FACS & Cabinet the opportunity to develop a wider scope of delivery for Health Education England's Project choice within Northumberland in order to more rapidly deliver on Northumberland County Councils education priorities and SEND priorities.

Recommendations

FACS & Cabinet are recommended to:

1. Review the proposal for Health Education England to deliver supported internship provision for young people with Special Educational Needs &/or Disabilities within Northumberland County Council departments.
 2. Subject to approval, authorise HR&OD to commence discussions with NCC departments, using comm's to promote, establishing where capacity and aspiration to accept placements exists for:
 - a. Short placements in 2021-22 academic year.
 - b. Full academic year rotational placements for an NCC specific cohort in academic year 2022-23.
-

Link to Corporate Plans

Links to NCC Corporate Plan 2020-21

Project Choice internship proposal is in strong accordance with the **Living, Enjoying, Connecting, Learning** and **Thriving** priorities of NCC Corporate Plan 2020-21

Links to Northumberland Economic Strategy 2019-24

Project Choice internship proposal is in strong accordance with the following priorities of Northumberland Economic Strategy 2019-24:

- A.** Grow the business base
 - B.** Support inclusive employment
 - C.** Deliver productive places
-

Links to Northumberland Local Area Strategy.

Project Choice internship proposal is in strong accordance with the following priorities of Northumberland Local Area Strategy:

- Priority 01:** Working together
 - Priority 02:** Delivering the right support at the right time
 - Priority 03:** Inclusive education & success for all learners
 - Priority 04:** Effectively prepare children and young people for adulthood
-

Links to Education & Skills Directorate priorities.

Project Choice internship proposal is in strong accordance with **Priority 01, 04, 05, 10** and **11** of NCC Education & Skills Directorate.

Links to HR & OD People Strategy 2021-25.

Project Choice internship proposal is in strong accordance with the following strategic themes of HR & OD People Strategy 2021-25:

Strategic Theme 01: Enriched Experience

Strategic Theme 03: Planning our People for the Future

Strategic Theme 04: Equality, Diversity & Inclusion for everyone

Key issues :

In Northumberland County too many young people with Special Educational Needs and/or Disabilities become entrenched in an education cycle which adds insufficient value and does not prepare them for a move to sustainable employment. In a survey aimed at our SEND community (August 2020) 426 families responded. A strong theme was the need to provide clearer pathways to prepare children and young people for adulthood.

Our SEND community regularly exhibit value adding talent but meet significant obstacles in finding opportunity to showcase these talents despite having much to offer organisations across the county.

Pathways that offer greater opportunity to become work-ready are not widely available in county and those that are available are too frequently not well defined, promoted or impactful.

This project is designed to begin to provide the opportunity to our young community with Special Educational Needs and/or Disabilities to access work ready skills and to access progression opportunity from internship, through apprenticeship and into sustainable career paths.

Children, young people, their parents/carers and education providers will know what pathways young people can follow into adulthood. Young people will know what to expect and what support is available to them, more young people will be enabled to access these opportunities year on year and a reducing fraction of our SEND community will be seen to move into adult social care.

Background:

Project Choice is a specialist post-16 education programme providing work experience via a supported internship programme that helps young adults between the ages of 16-24 with disabilities, learning disabilities, difficulties and/or Autism gain work experience and improve employability and independence skills.

The programme is typically based within NHS settings and is delivered by Health Education England (HEE), the provider, and part of the NHS.

Health Education England provide internships within healthcare settings and other NHS partner organisations, creating supported environments and helping to get Interns ready for the working world, the ultimate goal being progression to apprenticeship programmes within their host organisation.

The support is tailored to each Intern and role options are matched to each Intern's skills. Interns spend 1 academic year (36 attendance weeks) learning work skills in three placements, each placement being typically 12 weeks long.

Having developed a close collaborative relationship, Health Education England, supported by Northumberland County Council, are piloting a supported internship programme in Northumberland during the 2021-22 academic year, the cohort size is targeted at 10 in the initial pilot phase.

The role of Northumberland County Council (NCC) is to provide advice and guidance to individuals interested and eligible to study on the Project Choice programme and support their transition onto the programme with HEE. NCC also support the learners on programme by providing high needs Element 3 funding to support their progress, this is valued at £28,275 for the NHCT cohort in academic year 2021-22.

Health Education England have recently appointed a Northumberland area manager demonstrating their commitment to growing the provision of this opportunity across Northumberland.

Opportunity

Health Education England, having recently appointed a Northumberland area manager, have resource to invest in growing their provision within Northumberland.

Within the 2021-22 academic year HEE are delivering a pilot programme with a cohort of 10 interns with placements within Cramlington NSEC and Wansbeck hospitals. The intention is to grow the scale of the provision during academic year 2022-23, potentially within a wider range of NHS settings. Northumberland County Council will continue to support the programme through recruitment from its known SEN audience and by providing high needs funding.

The close working relationship which has emerged between Health Education England and Northumberland County Council Education Directorate has provided a range of opportunities which will contribute to the delivery of a range of education and SEND based priorities.

Opportunity 1 (short term): Northumberland County Council will have opportunity to engage in small scale internships placement pilot activities.

In collaboration with Northumberland County Council, Health Education England are prepared to offer a number of the 2021-22 supported interns a placement of circa 12 weeks within an NCC setting as part of their current programme.

This will provide an opportunity for organisational learning to prepare NCC for hosting an NCC cohort in future academic years. The interns would receive the same significant support from HEE that they experience during placement in NHS settings, HEE would also support NCC in developing as a host employer.

HR & OD will provide support to each department to ensure that all involved are fully engaged in making sure the desired outcome is achieved and to enhance inclusive culture across the organisation. HR & OD will also create resources for the individual on placement and the placement supervisor whilst providing additional pastoral support to make sure everyone involved feels connected and to support interns and their line managers.

Opportunity 2, medium term: Northumberland County Council will have opportunity to host an NCC specific cohort of supported interns.

In collaboration with Northumberland County Council, Health Education England will manage a cohort of NCC supported interns in the same way as seen in NHS settings, the cohort would be distributed throughout NCC where capacity and aspiration to host an intern exists, also considering the aspiration and strengths of the intern to find a mutually beneficial opportunity. HEE would continue to support NCC in developing as a host employer.

NCC would continue to support HEE with recruitment and to provide high needs funding for the interns.

This will allow NCC to continue to be a direct participant in contributing to Preparation for Adulthood outcomes around employment and assisting our SEN audience grow closer to the labour market, increasing opportunity for achieving sustainable careers.

The approach has the scalability to grow providing organisational capacity can be identified which would allow the impact delivered toward Preparation for Adulthood outcomes to be scalable in direct proportion to identified capacity.

HR & OD will review and evaluate the pilot placements, promote and develop the offer to other service areas within NCC, develop the Work Experience offering for Northumberland SEN students building on evidence and feedback from the pilot cohort. HR & OD will also continue to support the service areas that will host the 36-week internship opportunities.

Opportunity 3, longer term: Northumberland County Council will be recognised as a best practice supported internship placement provider and will coach other organisations in county in best practice placement delivery.

Following a period of engagement in opportunity 2, HR & OD in conjunction with Health Education England would develop potential to provide mentoring/coaching to partner organisations across Northumberland where aspiration and capacity for supported internship placements exists, but not yet the confidence or provider relationship to allow engagement.

In contributing to growing capacity within the network of employer placement providers in Northumberland, equality, diversity & inclusion impacts can be extended beyond NCC and further demonstrate NCC commitment to being a leading inclusive organisation.

In this arrangement, interns could potentially receive the same significant support from HEE and NCC that they experience during placement in NHS and NCC settings.

Moving provision into partner organisations across public and private sector delivers further opportunity to grow the volume of supported internships in county and again raise the impact delivered toward Preparation for Adulthood outcomes.

Implications

Policy	This proposal is in strong accordance with Preparation for Adulthood outcomes and Northumberland County Council SEND Strategic Action Plan.
Finance and value for money	NCC will provide high needs funding to Project Choice interns from the existing high needs Element 3 funding allocation. Estimated between £27K and £30K per year depending on individual need within the cohort.
Legal	None
Procurement	None
Human Resources	Some coordination activity with departments via HR & OD is required, this requiring a manageable amount of capacity to be allocated, this will fluctuate across the academic year cycle.
Property	NCC Placements will be delivered in current work areas, some isolated cases of accessibility would need to be assessed on an individual basis.
Equalities (Impact Assessment attached) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>	Equalities impact assessment is appended to this briefing
Risk Assessment	NCC risk assessments may be necessary in a minority of cases in relation to specific individuals' circumstances when placed in a department. HEE will risk assess each placement as part of their obligation in delivering internship programmes.
Crime & Disorder	This report has considered Section 17 (CDA) and the duty it imposes and there are no implications arising from it.
Customer Consideration	The proposals set out in this report is based upon a vision to act in the best educational and employment interests of young people with special educational needs and disabilities in Northumberland.
Carbon reduction	It is not envisaged that this proposal would have any positive or negative impact on carbon reduction.
Health and Wellbeing	Sustaining a valuable career is inextricably linked to health & wellbeing, particularly relevant to audience who experiences obstacles to entering the labour market.
Wards	Applicable to all wards.

Background papers:

Appendix 01 - Health Education England Project Choice briefing paper - Equalities Impact Assessment.pdf

Appendix 02 - Health Education England Project Choice - Employer Brochure.pdf

Report sign off.

Authors must ensure that officers and members have agreed the content of the report:

	Full Name of Officer
Service Director(s)	Audrey Kingham
	Leanne Furnell
Executive Director	Cath McEvoy-Carr
Chief Executive	Daljit Lally
Portfolio Holder(s)	Cllr Guy Renner-Thompson
	Cllr Richard Wearmouth
Interim Executive Director of Finance and S151 Officer	Jan Willis

Author and Contact Details

Neil Dorward

Senior Manager - Education Development & Collaborative Projects

Mob: 07811 020 806

email: neil.dorward@northumberland.gov.uk

EQUALITY IMPACT ASSESSMENT – Health Education England Project Choice Programme.

A full Equalities Impact Assessment has been undertaken as follows:

1. Identify the aims of the service/function and how it is implemented		
Key questions		Answer/Notes
1.1	Is this an existing or new function?	New function
1.2	Who defines or defined the function?	Neil Dorward. Senior Manager – Education Development & Collaborative Projects
1.3	Who is the function being aimed at?	Young people with special educational needs and/or disabilities who have an Educational Health Care Plan
1.4	Who implements the function?	Delivery of programme: Health Education England. High Needs Funding: Northumberland Inclusive Education Services. Internal Promotion and departmental coordination: HR&OD.
1.5	What is the objective or purpose of the service/function?	For NCC to lead as an employer offering inclusive opportunities for young people with special educational needs and/or disabilities who have talent and value to add but are challenged by finding opportunity to showcase their talents.
1.6	What outcomes do you want to achieve with this function and for whom?	To allow Health Education England’s 2021-22 cohort of interns within NHS settings to be offered a small number of 12-week placements within NCC as part of their programme. For Health Education England to manage the delivery of a cohort of NCC supported interns in academic year 2022-23. For NCC to enable progression of interns into supported apprenticeships within NCC and ultimately to progress into sustainable career paths. For the proposed programme to contribute to the achievement of NCC SEND Strategy objectives. For NCC to develop the potential to coach larger partner organisations across Northumberland which have aspiration and capacity for supported internship placements.
1.7	Do these outcomes complement or hinder other policies, values or objectives of the organisation?	Compliment
1.8	What factors or forces are at play that could contribute or detract from the outcomes identified earlier?	The experience of Health Education England in delivering this programme and in supporting organisations engaging in offering placement is a significant contributory force in delivering the outcomes.
1.9	How does the organisation interface with other bodies	NCC Inclusive Education Services would work closely with Health Education England (HEE) to financially support interns

	in relation to the implementation of this function?	via high needs funding block. NCC Education Directorate more broadly would work with and support HEE in delivery of the programmes. HR&OD would communicate with departments across NCC in order to create placement opportunities for interns and to promote progression from internship to apprenticeship and full time sustainable employment for our young SEND community.
1.10	Taking the nine protected characteristics is there anything in the policy or how the service is delivered that could discriminate or disadvantage any of these groups?	<p>Age – ESFA funding will allow engagement with those aged 16-24 with an EHCP only.</p> <p>Disability – this programme is specifically designed to be inclusive of those with disabilities.</p> <p>Gender reassignment – no disadvantage.</p> <p>Marriage and civil partnership – no disadvantage.</p> <p>Pregnancy and maternity – individualised work based risk assessment may be required on a placement by placement basis but no disadvantage is anticipated over that experienced by any other employee/placement who may be pregnant or on maternity.</p> <p>Race – no disadvantage</p> <p>Religion or belief – no disadvantage</p> <p>Sex – no disadvantage</p> <p>Sexual orientation – no disadvantage</p>
1.11	From your perspective how is the policy actually working in practice for each equalities group?	<p>Age – ESFA funding will allow engagement with those aged 16-24 with an EHCP only however those not qualifying will have the whole spectrum of mainstream post-16 education in which they can engage.</p> <p>Disability – those with disability where a risk assessment recommends against engagement would require explanation of this with clear justification and to be sign-posted toward a more suitable placement opportunity to meet their needs.</p> <p>Gender reassignment – can engage without impact.</p> <p>Marriage and civil partnership – can engage without impact.</p> <p>Pregnancy and maternity - those with pregnancy at an advanced stage where a risk assessment recommends against engagement with a particular placement would require explanation of this with clear justification. Alternative placement with minimised risks could be explored and offered.</p> <p>Race – can engage without impact.</p> <p>Religion or belief – can engage without impact.</p> <p>Sex – can engage without impact.</p> <p>Sexual orientation – can engage without impact.</p>

2. Consideration of available data, research and information	
Key questions	Answers/Notes

2.1	What do you already know about who uses and delivers this service?	Supported internship programmes are delivered widely across the UK as a post-16 education option for those aged 16-24 with an educational health care plan however there has been criticism of the level of quality on offer in general. Health Education England are Ofsted rated 'Good' and specialise in this provision, they are commencing working to deliver within Northumberland NHS settings and developing provision within NCC would fit neatly within this bigger picture and to contribute toward objectives within NCC SEND improvement strategy.
2.2	What additional information is needed to ensure that all equality groups' needs are taken into account?	Completion of equality-sensitive risk assessments for pregnancy and disability. Some of this information will be specific to the individual's specific needs at time of application however and a bespoke scenario-based risk assessment may be required.
2.3	How are you going to go about getting the extra information that is required?	Colleagues within NCC departments, in conjunction with Health Education England will complete placement risk assessment which will develop this information on a case-by-case basis.

3. Assessment of impact		
Key questions		Answers/Notes
4.1	Have you identified any differential impact and does this adversely affect any equalities groups?	Yes. Risks associated with disabled or pregnant applicants.
4.2	If there is an adverse impact can it be avoided, can we make changes, can we lessen it etc?	Yes, by offering alternative placement option with reduced risk.
4.3	If there is nothing you can do, can the reasons be fairly justified?	N/a.
4.4	Do any of the changes in relation to the adverse impact have a further adverse affect on any other group?	No

This page is intentionally left blank

HEALTH
EDUCATION
ENGLAND

Project Choice

Making a **Difference**

Key information for employers, Trusts, local authority commissioners and SEND services



Ofsted
Good
Provider

NHS

Health Education England

What is Project Choice?

- **Project Choice** is a Specialist Post-16 College providing work experience as well as a supported internship programme that helps young adults between the ages of 16-24 with disabilities, learning disabilities, difficulties and/or Autism gain work experience and improve employability and independence skills. The College is NHS-based within Health Education England.
- We provide internships within healthcare settings and other NHS partner organisations, creating supported environments and helping to get Interns ready for the working world.
- Our support is tailored to each Intern and we match employment options to each Intern's skills.
- Our Interns spend 1 year learning work skills in three placements, each placement is up to 12 weeks long.



"Without exception, Project Choice students have showed an unparalleled work ethic. The time invested in their training has shown dividends in the department and it has been a pleasure working with them"
(Employer Directorate Manager)

Our approach

We provide a bespoke service and appreciate that not one size fits all when it comes to work placements. We take a person-centred approach, assessing each individual Intern and sourcing a placement which aligns with their personal interests that will help develop their skills and confidence in a work environment, as well as tailoring all of our placements to match Interns' needs.



We are equally committed to supporting our host organisations and Mentors as we are to our Interns. We work with Mentors to put in place clear work plans for an Intern to reach their targets.

Project Choice is directly funded as a college by the Education and Skills Funding Agency (ESFA) and the commissioning Local Authorities.



What does the Supported Internship consist of?

- **Project Choice** operates a 5 day per week programme, comprising 1 full day of education and 4 days of placement activity in professional working environments.
- We offer a 2 week full-time induction, including corporate trust induction.
- **Project Choice** also provides 80hrs per week of support from specialist staff.



What support will be provided?

Project Choice offers robust stakeholder training which can include:

- Mentor training
- Mental health first aid
- Autism awareness training
- Training in systematic instruction
- Job coach training

We also use job coaches where Interns require additional support.

"Having our student over the past few weeks has been a godsend. Our student carried out tasks which take a lot of my time and has enabled me to free up time to deal with patients"
(Employer Mentor)

Types of roles

Project Choice interns have provided valuable assistance in a huge variety of roles, including:



- Care
- Pharmacy
- Clinical Coding
- Medical Records
- Occupational Therapy
- Human Resources
- Information Services
- Portering
- Education
- Grounds Maintenance
- Physiotherapy
- Linen Room
- Receptions
- Domestic Services
- Catering
- Post Room
- Sterile Services
- Central Stores

Our core values

We have a wealth of experience gained over the 15 years since Project Choice's inception. In addition, many of our staff members have lived experience of disabilities, learning disabilities, difficulties and/or Autism.

- We take a person-centred approach
- We have a diverse College team with specialist skills
- The College is sustainable
- Our completion rates are exceptional
- We are outcome-focused
- We are quality-driven
- We strive for excellence



How do we measure success?



While success could be measured purely in terms of gainful employment secured, the ESFA and the College take a person-centred view.

For us, success for our Interns encompasses:

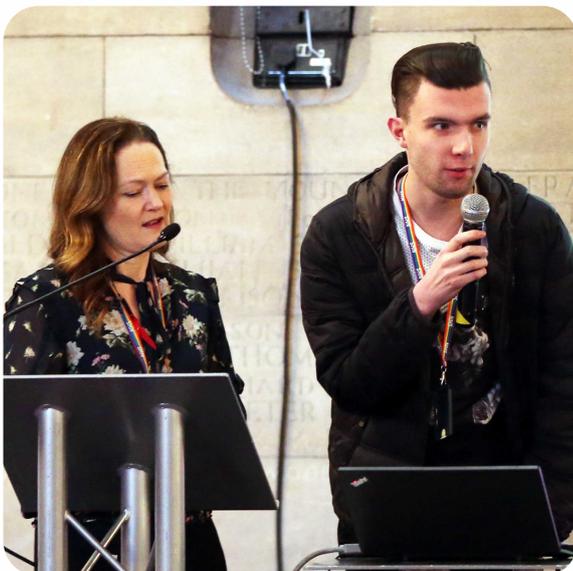
- Securing jobs
- Securing apprenticeships
- Going on to volunteering opportunities
- Achieving increased skills for independence
- Enjoying improved mental health and wellbeing
- Making progress on preparations outlined by the Preparing for Adulthood programme

Getting Results



We are a multi-award winning provider and over the past 15 years have achieved significant results for our Interns. Some of our ex-Interns are now nine years into employment, and we employ three ex-Interns within our own team.

In fact, we can boast the following statistics from 2017-2020:



Over 500 students supported



Over 200 placement providers sourced



83% success rate

126 Project Choice interns have been employed since 2017.

The estimated saving to the public purse, for some disabled people, who secure employment of more than 16 hours a week can be as much as £1 million over their lifetime, when both care costs and financial benefits are taken into account.

Why take part?

We are funded by the ESFA and commissioning local authorities, therefore there is no cost associated with becoming a placement host.

Acting as a placement host brings with it many benefits, such as:

- Staff trained as mentors, increasing their skill set
- Delivering on Corporate social responsibility
- Increased awareness of needs of people with LDD and Autism
- Promotes inclusivity and diversity of workforce
- Increased pool of talented staff

"The student we have worked with fitted into the office atmosphere with ease. It was a great experience for both us and for him too."

(Employer Mentor)

Our College

Project Choice is a Specialist Post-16 College and we deliver the Internship, employing specialist tutors directly. We have an ESFA-approved curriculum, and link into additional NCFE accredited provision.

All educational-based delivery is embedded into placement provision.

"This high-quality Supported Internship programme creates an ambitious challenge for a successful future for the interns."
- Ofsted Inspection Report (Jan 2020)

All of our education provision is subject to Ofsted Inspection and DFE regulations. In January 2020 **Project Choice** was awarded a Good Provider Rating by Ofsted.

Preparing for Adulthood

Our team at Project Choice are well-versed in the Preparing for Adulthood agenda. Project Choice delivers an aspirational curriculum designed to support our Interns in making progress on all preparations outlined by the PfA programme:

- Preparing young people for higher education and / or employment
- Independent living – this means young people having choice, control and freedom over their lives and the support they have, their accommodation and living arrangements, including supported living
- Participating in society, including having friends and supportive relationships, and participating in, and contributing to, the local community
- Being as healthy as possible in adult life

Post-Internship

Our staff continue to support our students post completion of the Internship. Sustaining employment is key to us, and we are committed to helping Interns achieve their goals.

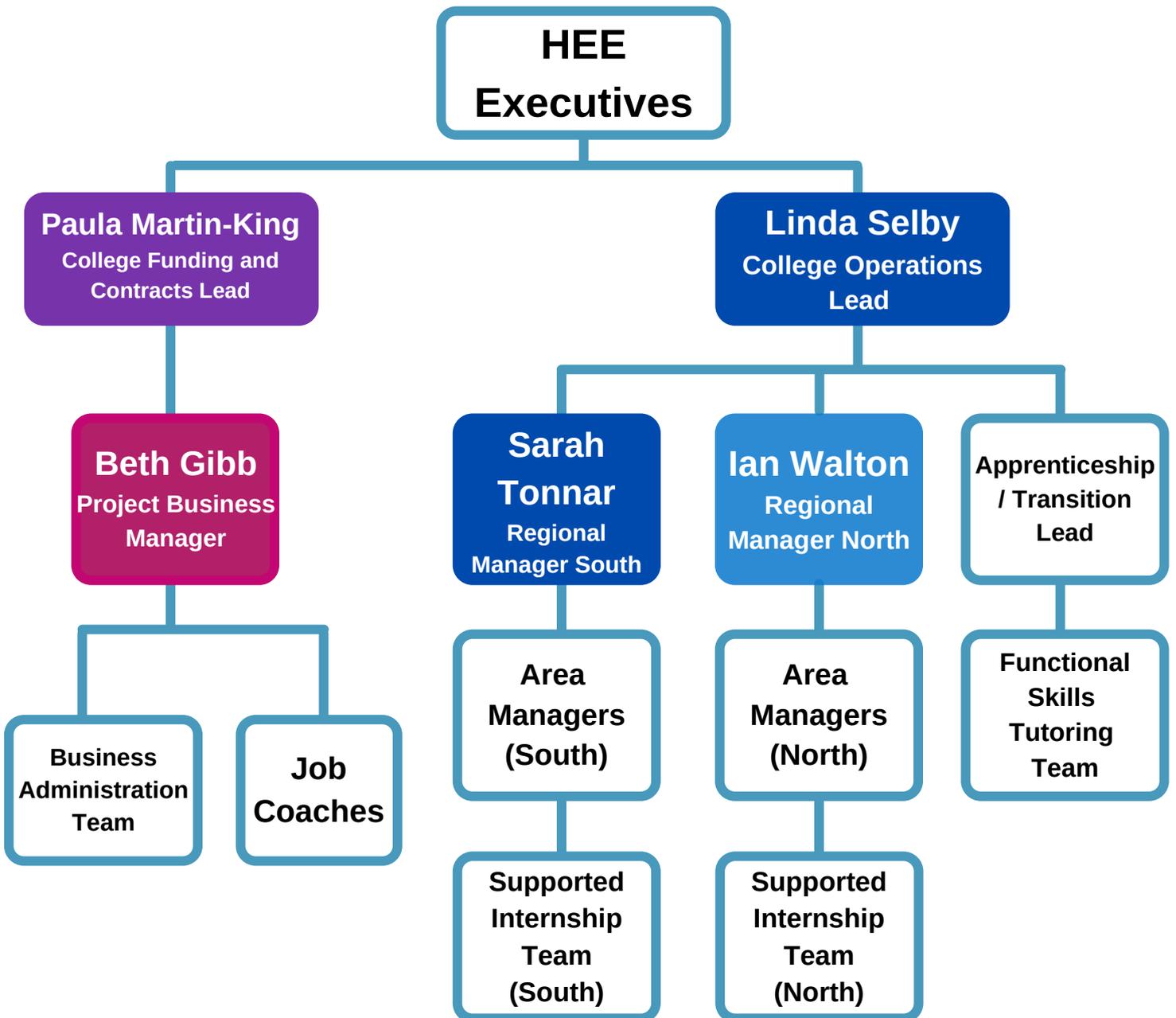
This support includes:

- Pastoral support
- Professional support in meetings, e.g. appraisals, occupational health, etc.
- Coaching preparation for progression interviews
- Offering two-way support through Project Ambassadors and Mentors for new Interns

"This project is the best thing she has ever done. The plan is for her to do a childcare qualification at the end of this project and the nursery are keen for her to stay on with them; she is on cloud nine"
(Parent of Intern)

Our team structure

Project Choice is composed of a network of teams and their respective managers. Get to know some of the key members of the **Project Choice** team overleaf.



Meet the team

Our over 40-strong team brings leading expertise in educational delivery to each and every Intern and employer Mentor we assist. Meet some of our key team members below.

Linda Selby
College
Operations
Lead

Linda has a background in biomedical science along with a BA in Further Education. In 2011, Linda was awarded an MBE for Services to Special Needs Education related to her work for Project Choice. Linda brings four decades of experience of working in the NHS, adult education and lived experience of LDD to her work.

**Paula Martin-
King**
College Funding
and Contracts
Lead

Paula has 25+ years of special education needs experience gained across both public and private sectors. She previously worked in a Specialist College supporting adults with autism and managed ESFA funding for students with high needs within the Education Funding Agency. Paula has 12 years experience with Project Choice, working on funded project delivery while at LSC/EFA, then moving to work directly with the College in 2017.

Ian Walton
Regional
Manager
North

Ian has been working with young people and adults with learning disabilities and/or Autism for over 30 years. He's worked alongside Health, Social Care and Education agencies to ensure disabled people's voices are heard and receive equal opportunities, and has also worked with a Local Authority Statutory Assessment and Review Service in relation to the production and delivery of Education, Health and Care Plans.

Sarah Tonnar
Regional
Manager
South

Sarah has 20 years experience working in the NHS, within sexual health and safeguarding. She has a Diploma in Learning Disability Nursing (RNMH) and a BSc (Hons) Health and Social Science, Diploma in Epilepsy Care.

Beth Gibb
Project
Business
Manager

Beth joined Project Choice full time in 2016 as a coordinator, having previously acted as a Mentor between 2013-2016. In January 2019 she started supporting the national management side of the College which progressed to a full time business management role in Summer 2019.

"The sense of seeing someone improve in such a short space of time is very rewarding"
(Employer Mentor)

"We are very grateful to Project Choice for the very caring and down-to-earth way they have provided for our daughter"
(Parent of Intern)



Project Choice

Making a **Difference**

If you'd like further information about **Project Choice**, please get in touch with our team at the address below:



project.choice@hee.nhs.uk



This page is intentionally left blank



Northumberland
County Council

Families and Children Overview and Scrutiny (2nd December 2021)

Cabinet (7th December 2021)

Title of Report: Northumberland Strategic Skills Plan 2021-25 (March 2021, updated October 2021).

Executive Director: Cath McEvoy-Carr - Executive Director of Adults and Children's Services.

Cabinet Member: Guy Renner Thompson - Cabinet Member for Children's Services.

Purpose of report

To share with Cabinet & FACS *Northumberland Strategic Skills Plan 2021-25*, a document designed to guide skills planning and the approach in designing impactful vocational skills provision within the county to yield greatest impact for residents and the local economy.

Recommendations

FACS & Cabinet are recommended to:

1. Review the *Northumberland Strategic Skills Plan 2021-25*, its content and general approach.
 2. Provide feedback on any aspects requiring adjustment or inclusion.
 3. Subject to approval, authorise use of the document with internal and external stakeholder groups.
-

Link to Corporate Plans

Links to NCC Corporate Plan 2020-21

a. How

Providing greater impact of vocational training, raising opportunity to enter higher value career choices and supporting industrial growth in priority sectors.

b. Living

Access to more impactful education will support financial health, social mobility and affordability of homes in the county.

c. Enjoying

Access to more impactful education, valuable careers and financial health to raise participation in cultural and community functions.

d. Connecting

The vocational skills community will be closer to industry and more accessible to communities allowing greater levels of inclusion and progression to valuable careers.

e. Learning

Directly contributing to the availability of in demand vocational skills and readiness for apprenticeship/employment for the county, increasing accessibility to skills development for young people and adults as well as sector professionals.

f. Thriving

Directly supporting the priority for more and better jobs for residents.

Links to Northumberland Economic Strategy 2019-24

a. Grow the business base

Defining the vocational education approach will contribute to the provision of work ready young people and adults and provision of priority industry specific training, removing growth obstacles and attracting inward investment.

b. Support inclusive employment

Defining the vocational education approach will contribute to the creation of a talent pool, accessible to all, that will allow direct progression to employment and apprenticeship opportunities in priority sectors.

c. Deliver productive places

Defining the approach to developing local vocational skills delivery and raising attainment which support priority sectors will contribute to productivity, economic growth and inward investment.

Key issues

Vocational education in Northumberland does not yet offer an accessible, joined-up progression pathway through Further Education, into apprenticeships, employment, H.E. and undergraduate education (including higher level apprenticeships) in our most economically important sectors.

Attainment level in Northumberland is low with too many holding low level or no qualifications and too few holding higher level qualifications compared to national levels, there is a clear link between qualification level and economic participation and success and a strong link between those who hold no qualifications and worklessness. More well defined, relevant and accessible educational pathways must be created to raise attainment.

Too many residents suffer in work poverty and are in need of claiming financial support, a figure which can be reduced with the provision of more intermediate and higher-level qualifications in priority sectors to enhance progression opportunity and entry to higher value careers.

Northumberland county has median gross weekly pay below the north east region average and significantly below the national average. Northumberland also has a gender pay gap significantly greater than the north east region average and national average. Targeted raising of participation in skills and education which represent higher value sectors, particularly with underrepresented groups and wards with greatest socio-economic challenges, will contribute to reducing inequalities.

Northumberland has in excess of 15,000 residents employed in elementary occupations, elementary occupations are also at greatest risk from automation, enhancing attainment levels can contribute to reducing elementary occupation uptake.

Aspiration levels are low with some of the county's flagship employers reporting that they are offering rewarding opportunities with little uptake from local residents. A well-defined network of educational pathways into employment must be defined to reduce the perceived obstacles to employment that currently exist.

Background

During research completed Q3 and Q4 2020 into Q1 2021 a wide range of skills-based conversations have been had with a variety of internal and external stakeholder groups.

The topic of impactful vocational skills programme design and the approach for a best fit model to comply with Ofsted's Education Inspection Framework '*Intent – Implementation – Impact*' approach have been part of these discussions with regularity.

Following these skills-based research activities conducted on the subject of curriculum development opportunities the *Northumberland Strategic Skills Plan 2021-25* was

compiled to more formally share the vision for impactful vocational skills delivery within the county, how the intent behind that vision is formed, in which priority sectors the greatest impact can be yielded and to define some of the challenges which must be overcome.

Northumberland Strategic Skills Plan 2021-25 defines the approach which will contribute to delivering the objectives of the *Northumberland Economic Strategy 2019-24* under which it sits. It defines the approach to delivering the economic vision, priorities, and the mechanism to translate ambition into impact in terms of skills, employment and inclusive growth. It defines the mechanism which will allow communities to benefit from growth opportunities through skills and employment, changing perceptions of Northumberland as a county of economic opportunity.

Northumberland Strategic Skills Plan 2021-25 provides clear intent in the direction and the priorities of Northumberland County Council in delivering a relevant, sufficient and highly skilled workforce. Schools will understand the direction of travel of the local authority and will be able to confidently develop aspirations in children & young people that mirror the broader aspirations for the county.

Northumberland Strategic Skills Plan 2021-25 will be used to stimulate horizontal integration within the work of Education, Regeneration, Planning, Sustainability, Advance Northumberland and HR&OD workforce development, it will help attract inward investment to the county by clearly articulating the education, skills and employment priorities that the local authority have ambition to support across the county.

Implications

Policy	<i>Northumberland Strategic Skills Plan 2021-25</i> is in strong accordance with the <i>NCC Corporate Strategy 2018-21</i> and <i>Northumberland Economic Strategy 2019-24</i> , details of which are defined above.
Finance and value for money	There are no direct financial impacts positive or negative associated with the skills plan however the plan defines approaches to deliver long range financial impacts to the

	economy within the county by overcoming talent-based growth obstacles.
Legal	None
Procurement	None
Human Resources	None
Property	None
Equalities (Impact Assessment attached) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/>	Equalities impact assessment not applicable as <i>Northumberland Strategic Skills Plan 2021-25</i> does not impact individuals
Risk Assessment	None in relation to <i>Northumberland Strategic Skills Plan 2021-25</i> . Any projects arising as a result of the plan will have a comprehensive risk assessment carried out as part of the outline business case.
Crime Disorder &	This report has considered Section 17 (CDA) and the duty it imposes and there are no implications arising from it.
Customer Consideration	The proposals set out in this report are based upon a vision to act in the best educational interests of current and future young people, adults, businesses and employees in Northumberland.
Carbon reduction	It is not envisaged that this proposal would have any positive or negative impact on carbon reduction however projects arising as a result of the plan may have a carbon reduction impact which will be assessed on a per-project basis as part of the outline business case.
Health and Wellbeing	None
Wards	Applicable to residents in all wards who engage in vocational education.

Background papers:

Appendix 01 - Northumberland Strategic Skills Plan 2021-25_Condensed_Updated Oct 2021.pdf

Report sign off.

Authors must ensure that officers and members have agreed the content of the report:

	Full Name of Officer
Relevant Service Director	Audrey Kingham
Relevant Executive Director	Cath McEvoy-Carr
Chief Executive	Daljit Lally
Portfolio Holder(s)	Cllr Guy Renner-Thompson
Legal	Jan Willis
Financial	Suzanne Dent

Author and Contact Details

Neil Dorward

Senior Manager - Education Development & Collaborative Projects

Mob: 07811 020 806

email: neil.dorward@northumberland.gov.uk

This page is intentionally left blank



Introduction

The Northumberland Strategic Skills Plan sets out the long-term post 16 vocational skills and training approach, highlighting strengths, opportunities and challenges across the county and sets out key priorities which are designed to yield greatest impact.

The ambition of Northumberland County Council Learning & Skills is to deliver outstanding vocational skills provision which provides exceptional outcomes for individuals and provides clear progression pathways to high value careers in priority sectors allowing residents to thrive in the local labour market and future economic developments in the county.

Contents

Introduction	3
Northumberland context	4
Northumberland economic vision	5
Priority sectors	6
The challenges	10
Strategic approach	13
Stakeholder engagement	14
Impact and implementation	15
Measurables	15

Northumberland context

Northumberland county begins at the most northerly boundaries of Durham, Gateshead, Newcastle and North Tyneside. Cumbria lies to the west, the Scottish borders to the north and the North Sea to the east.

The county is relatively unique with its urban, rural and coastal settings.

The built-up area to the south east features the larger towns of Ashington, Blyth and Cramlington, whilst further to the north and west lie the market towns of Morpeth, Hexham and Alnwick and many rural and coastal communities.



Northumberland has a population of 319,000 who live and work in the county, 190,000 are of working age (16-64), there are 128,000 jobs and a job density of 0.67

11,300 businesses operate in Northumberland with a county GVA in excess of £5 billion.



Dominant sectors in the county include manufacturing, retail & wholesale, healthcare and accommodation & foodservice, with manufacturing particularly shaping the economic landscape of the south east of the county.



Manufacturing



Retail & wholesale



Healthcare



Accommodation & foodservice

Northumberland economic vision

It is our vision to foster an economic environment where individuals and businesses can thrive.

The skills that the Northumberland economy needs, in the sectors that the Northumberland economy needs will be available to residents and businesses, raising opportunity to gain employment and to progress in high value priority sectors.

Inward investment will be attracted to the emerging talent pool, obstacles to growth owing to skills shortages will be removed.

Aspirations of children and young people will be raised - they will have knowledge of the benefits and opportunities within the county's priority sectors and they will know how to get there. They will be better prepared and more highly motivated to achieve a vibrant and rewarding career within the county. They will be the leaders of the future sparking enterprise and innovation.

In a much-needed move to a net zero future and to support Government's legally binding targets for emission reductions, the low carbon sectors will require significant human capacity and skills development.

The four key sectors detailed below will require reskilling displaced trades, such as fossil fuel reliant industries, and development of new skills to enable growth and retention of economic value created within the county.

- 1) Natural resources generation and maintenance
- 2) Supplying and storing clean energy
- 3) Improving the fabric of our homes and communities
- 4) Moving around and through our county

As a constituent Local Authority of the North of Tyne Combined Authority and as a partner Local Authority in the Borderlands Inclusive Growth Deal, Northumberland County Council is working in partnership to unlock the opportunities for green economic growth and skilled job creation, supporting the development of the Green Growth Skills Plan and the emerging Green New Deal.

Priority sectors

Page 46



Health and life science

Northumberland is home to Northumbria Healthcare NHS Foundation Trust, a flag-ship trust, twice CQC rated 'Outstanding' and with an international footprint. The county is an exciting and opportunity rich location to be involved in the health sector.

Northumbria Healthcare NHS Foundation Trust is also one of the largest employers in the North East providing significant employment and career progression opportunity within its portfolio of major health care facilities, supporting satellite facilities and community functions.

Human Health & Social work is the largest industry in terms of employment number in the county accounting for over 20,000 employed positions against 151,000 total regional employment.

Health is the second largest industry in terms of GVA at circa £485m very close to manufacturing. Human Health & Social work activity is also indicated as a growth sector, ranked 9th, with 250 additional positions arising per annum across the county as well as significant need for workforce renewal and for development of rapidly changing skills.

Advanced manufacturing and engineering

Northumberland is home to a significant manufacturing and engineering infrastructure predominantly in the South East areas of Cramlington, Ashington and Blyth which benefit from exceptional road, air and deep-sea port transportation links. Manufacturing is the third largest industry in terms of employment number in Northumberland accounting for circa 11,500 employed positions against 151,000 total regional employment. Manufacturing is the most significant sector in regional GVA generating in the region of £500m, the sector is also exhibiting job growth. It should be noted that several industrial sites are currently in development or available for development in south east Northumberland as well as significant inward investment on the horizon providing future opportunity to continue sector growth and employment opportunity.

The supply and storage of clean energy are growth industries nationally and Northumberland is leading in aspects of these markets, including offshore wind and battery storage. Developing the skills base will ensure that the economic development created in county remains within Northumberland's borders, provide inspirational futures for the emerging workforce.

Digital technology

In the NE region, IT Infrastructure Technicians, Digital Marketing Professionals, Software Development Technicians, Data Technicians are some of the most sought-after digital skills.

- In NE England the median digital tech sector salary is 26% greater than the all-sector median
- The UK digital tech sector has exhibited 40% growth over previous two years
- Digital tech roles make up 16% of advertised roles in the North East region
- Software developers are the most in demand digital tech specialists, this demand is particularly strong in the North East region
- Some of the greatest growth areas in the digital tech sector are Artificial Intelligence, Cyber Security and Cloud Computing
- New job roles emerging in the work-from-anywhere environment with tech firms posting significant opportunities as 'location: anywhere' and a new range of roles including directors and managers of 'Remote Work' to oversee teams who will never enter the office
- Globally, the UK was the third largest venture capital investor in digital tech at £11.2bn during 2020, greater than the rest of Europe combined

Digital technology will be a key enabling factor in the delivery and management of green infrastructure throughout the county. Ensuring the correct skills base is available will be critical to ensuring the success of the net zero trajectory.

Priority sectors (continued)

Retail and wholesale

Retail & Wholesale Trade is the second largest industry in terms of employment number in Northumberland, accounting for circa 16,000 employed positions against 151,000 total regional employment. Retail & Wholesale Trade is a significant factor in regional GVA generating in the region of £430m and is indicated as a growth sector, post-COVID the skills landscape in the sector is changing to keep up with new ways of engaging in retail meaning that reskilling the sector is also vital.

Accommodation, foodservice and tourism

Northumberland is home to a significant and growing tourism infrastructure built upon a rich history, the Northumberland National Park and coastal areas of outstanding natural beauty.

Accommodation & Food Service is the fourth largest industry in terms of employment number in Northumberland accounting for 11,000 employed positions against 151,000 total regional employment. The sector which experienced significant pre-COVID growth, the highest rate of growth, requires assistance in recovery as well as the capacity to re-engage the growth curve in the future. Accommodation & Food Service is a significant factor in regional GVA generating approx. £200m.

As natural resources are developed in line with net zero strategies and a transition to low carbon transport occurs, the accommodation, food service and tourism industries can grow as a low impact alternative to foreign travel.

Construction & civil engineering

Northumberland is home to a significant and buoyant construction industry predominantly in the South East areas of Cramlington, Ashington and Blyth but also in the built-up areas of Alnwick and Berwick. Construction work is also accessible to those from remote areas given the mobile site working and vehicular movement associated with the industry.

Construction is the 7th largest industry in terms of employment number in Northumberland accounting for circa 6,000 employed positions against 151,000 total regional employment, it is the 5th most significant factor in regional GVA generating in the region of £270m.

Construction is also exhibiting job growth after a period of sector standstill. In terms of job growth and industry share, it should be noted that several industrial sites, high street redevelopments and new housing projects are currently in development or available for development in south East Northumberland providing greater emerging future opportunity to continue sector growth.

To enable zero carbon targets significant infrastructure upgrades and developments will be required in the short to medium term and skills and development gaps need to be filled to support those emerging requirements.

Business and administration

Business Administration & Support Service Activities is the sixth largest industry in terms of employment number in Northumberland accounting for circa 6,000 employed positions against 151,000 total regional employment. Business Administration & Support Service Activities is a significant factor in regional GVA generating in the region of £180m and is also indicated as the third greatest jobs growth sector, growth which has been seen nationally as the demand for service sector professionals rises.

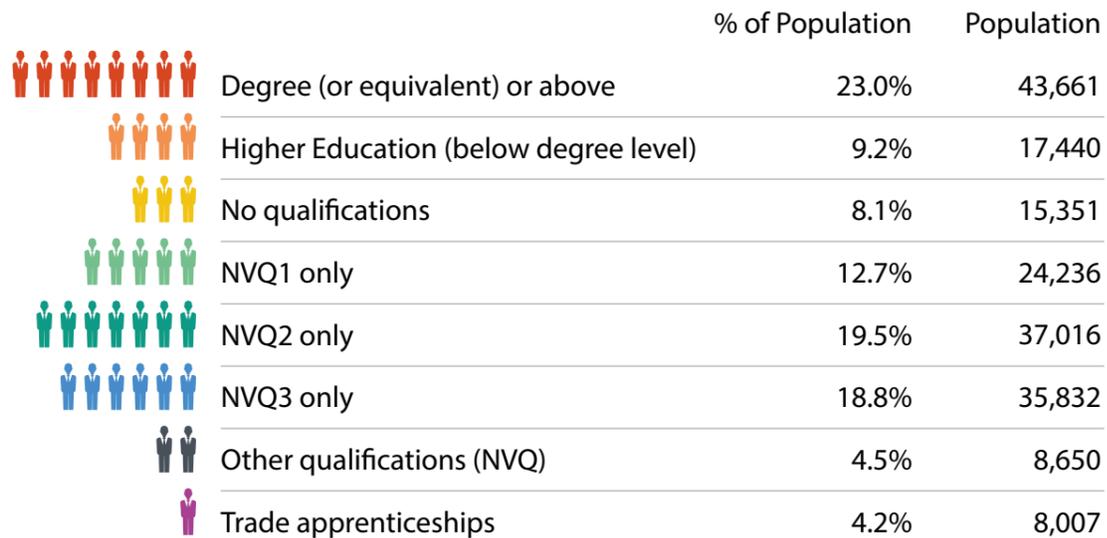


The challenges

Qualification attainment

Qualification level is low in Northumberland with too many holding low level or no qualifications and too few holding higher level qualifications compared to national levels. There is a clear link between qualification level and economic participation and success and a strong link between those who hold no qualifications and who are unemployed.

23.0% of Northumberland residents possess a degree or equivalent and above (6.7% below national average). 9.2% hold Higher Education below degree Level (0.7% above national average).



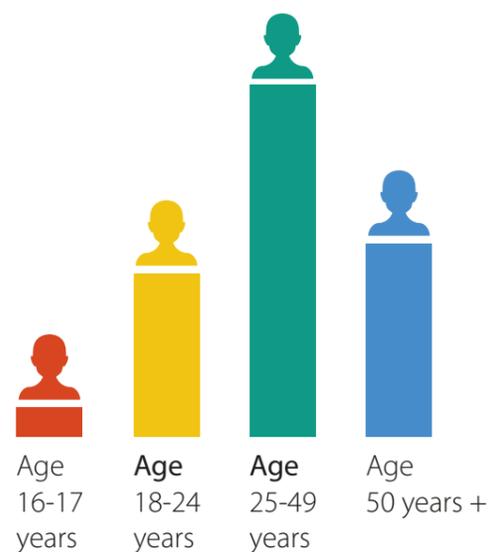
Page 48

Economic participation and claimant count

Too many residents suffer in work poverty and are in need of claiming financial support (11,075). A figure which can be reduced with the provision of more intermediate and higher-level qualifications in priority sectors.

2,415 claimants are in the 18-24 age bracket and 5,670 in 25-49 age bracket.

These residents have the opportunity to contribute to the economic success of the county when offered accessible skills and qualifications.



Northumberland claimant count by age



The vast majority of economically inactive (83.5%) want a job. The job density in Northumberland is 0.67 creating a barrier for those who want to work.

Understanding the barriers and provision of vocational skills to generate a relevant talent pool to encourage inward investment are essential in providing opportunity to combat economic inactivity.

Low pay and pay inequality

Northumberland county has gross weekly pay below the north east region average and significantly below the national average.

Northumberland also has a gender pay gap significantly greater than the north east region average and national average. Women in full-time employment in Northumberland, earn an average of 23.9% less than men. The average woman earns £11.10 per hour, while men earn £13.75.

Northumberland has in excess of 15,000 residents employed in elementary occupations (10% of working population), elementary occupations are at greatest risk from automation.

The skills landscape must enhance participation of those groups previously unable to access vocational training to allow entry to high value sectors, reducing national pay gap, gender pay gap and elementary occupations.

Northumberland gross weekly pay



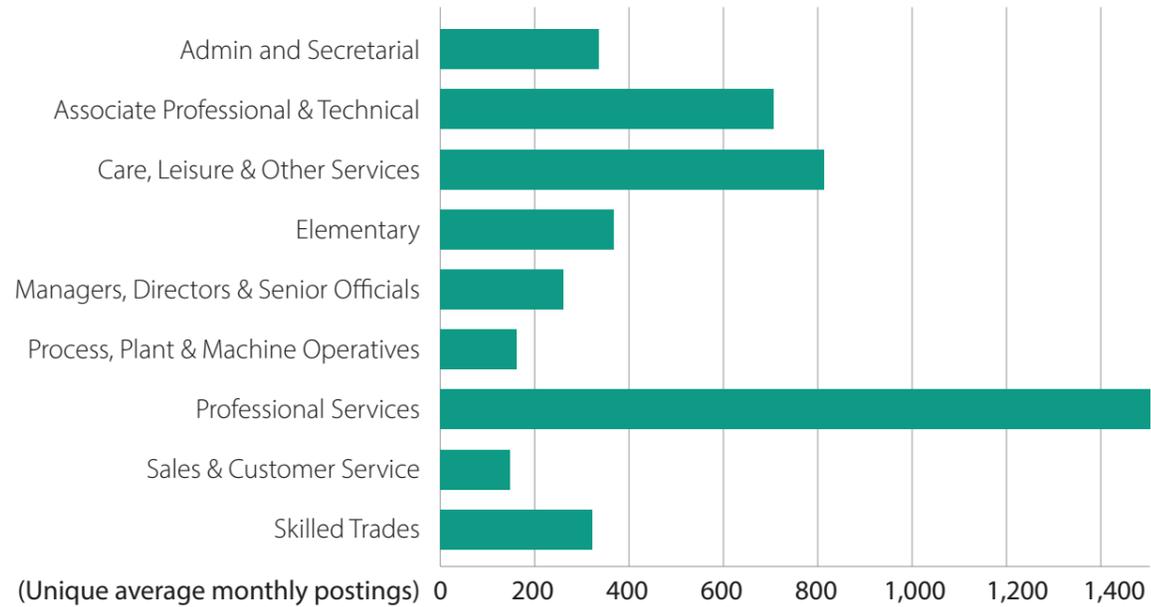
Northumberland pay by gender



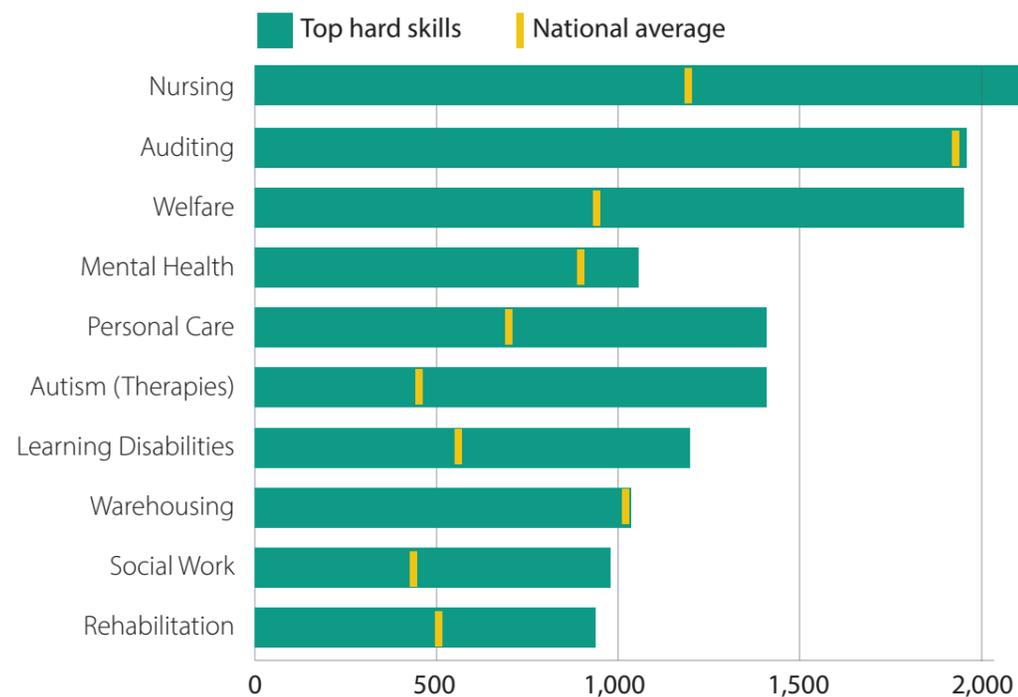
The challenges (continued)

Skills demand

Highest recruitment occupations are in professional, care and technical roles.



While hard skills most in demand are overwhelmingly biased toward human health and social care sector.



The provision of intermediate to high level skills in these occupational areas is essential to allow residents to access Good Work and to thrive in a buoyant economic environment.

Strategic approach

The guiding principle of our strategic approach is to allow those engaging in post 16 vocational training to reach the same high value career pathway as those directly entering priority sector apprenticeships and employment, to ensure that vocational training is relevant and underpins exceptional levels of progression to the sector of study.

From a young age school children will be aware of the exciting career prospects, the industries and how they can build and fulfil aspirations in priority sectors, this will underpin exceptional participation in vocational training.



Vocational training will have two key approaches:

1. Direct entry to an apprenticeship standard and employment.

This will include training to achieve the knowledge, skills and behaviour required to pass end point assessment, to thrive in the working environment and to be readied for progression to intermediate or higher-level study.

2. Training toward apprenticeship standard and employment.

For those not yet able to directly enter an apprenticeship standard with an employer, there will be a range of entry points appropriate to the individual, including maths and English.

The core aim of vocational training is to provide competency and knowledge that meets the requirements of the assessment plan seen within the relevant apprenticeship standard, thus, readying the trainee to meet the requirement of the apprenticeship standard when they achieve the opportunity for employment.

Strategic approach (continued)

The vocational training that is provided, designed to mirror the training of an apprentice, will provide a highly employable candidate with demonstrable work ready skills for progression to apprenticeship and employment, each learner having opportunity to showcase their skills in real work experience placement in their sector.



will ready the young person for their next step to training aligned to the apprenticeship standard.

will ready the young person for the workplace with training precisely mirroring the apprenticeship standard knowledge, skills and behaviours.

will be progression into work, work-based assessment and apprenticeship.

the young person is ready to continue their training to intermediate or higher level with further work-based or knowledge-based qualifications.

Impact and implementation

The impact	The implementation
Raising aspirations	School age children will be made aware very early of exciting career options in priority sectors and how to realise their aspirations.
High levels of participation	Awareness of the vocational route and its earning potential will be enhanced.
Exceptional progression	The right skills for the right sectors will allow outstanding outcomes and progressing into employment and further vocational training.
Economic growth	The local skills pipeline will contribute to attracting inward investment and remove the barrier of skills shortages.
Reduced worklessness and in-work poverty	More and better high value career paths will close the gap on earnings, attainment and employment.

Stakeholder engagement

Employers play an important role in the design of sector specific vocational training.

Each priority sector area will engage a range of employer stakeholders to inform the skills needs for the short, medium and long term.

With these employers, we will form long term collaborative relationships, working closely to guarantee that the talent pool is relevant, sufficient and able to provide an impact in the sector.

Employers will benefit from the training of new employees and apprentices but also to upskill their existing workforce.

The result will be greater positive impact on employers, economy and residents alike.

Measurables

- Progression rate – KS4 to vocational training/apprenticeship
- Progression rate – post 16 vocational training to apprenticeship or employment
- Attainment – Level 2 vocational qualification
- Attainment – Level 3 vocational qualification
- Attainment – higher level vocational qualification
- Economic growth – inward investment count/scale with skills collaboration
- Worklessness - % 18-24 and 24+ economically inactive
- Earnings – gross weekly pay gap and gender pay gap



This page is intentionally left blank



Northumberland
County Council

Families and Children Overview and Scrutiny

2nd December 2021

Title of Report: Northumberland Skills Pathfinder - Curriculum Research.

Executive Director: Cath McEvoy-Carr - Executive Director of Adults and Children's Services.

Cabinet Member: Guy Renner Thompson - Cabinet Member for Children's Services.

Purpose of report

To share with Cabinet & FACS a sample of content and findings from a suite of reports resulting from a range of internal and externally commissioned skills and employment based research activities conducted on the subject of curriculum development priorities within Northumberland County. The content and findings underpin *Northumberland Strategic Skills Plan 2021-25* which is designed to inform skills planning and the approach in designing impactful vocational skills provision.

Recommendations

FACS is recommended to:

1. Review *Northumberland Skills Pathfinder Curriculum Research*, its content and general approach.
 2. Provide feedback on any aspects requiring adjustment or inclusion.
 3. Subject to approval, authorise use of the document with internal NCC stakeholder groups.
-

Link to Corporate Plans

Links to NCC Corporate Plan 2020-21

a. How

Exploring how to provide greater impact of vocational training, raising opportunity to enter higher value career choices and supporting industrial growth in priority sectors.

b. Living

Exploring how to provide more impactful education will support financial health, social mobility and affordability of homes in the county.

c. Enjoying

Exploring how to provide more impactful education, valuable careers and financial health to raise participation in cultural and community functions.

d. Connecting

Exploring how to bring the vocational skills community closer to industry, more accessible to communities and how to enhance levels of inclusion and progression to valuable careers.

e. Learning

Defining how to deliver in demand vocational skills and readiness for apprenticeship/employment for the county as well as increasing accessibility to skills development for young people and adults as well as sector professionals.

f. Thriving

Defining how to support the priority for more and better jobs for residents.

Links to Northumberland Economic Strategy 2019-24

a. Grow the business base

Defining the vocational education approach which will contribute to the provision of work ready young people and adults and provision of priority industry specific training, removing growth obstacles and attracting inward investment.

b. Support inclusive employment

Defining the vocational education approach will contribute to the creation of a talent pool, accessible to all, that will allow direct progression to employment and apprenticeship opportunities in priority sectors.

c. Deliver productive places

Defining the approach to developing local vocational skills delivery and raising attainment which support priority sectors will contribute to productivity, economic growth and inward investment.

Key issues

Insufficient intelligence is available related to which are the priority sectors for skills development in the county, the scale of opportunity in the priority sectors, the geography of these opportunities and the challenges that can be overcome by developing a more fit for purpose vocational skills ecosystem.

Vocational education in Northumberland does not yet offer an accessible, joined-up progression pathway from school or alternative provision, through Further Education, into apprenticeships, employment, H.E. and undergraduate education (including higher level apprenticeships) in our most economically important sectors.

Attainment level in Northumberland is low with too many holding low level or no qualifications and too few holding higher level qualifications compared to national levels, there is a clear link between qualification level and economic participation and success and a strong link between those who hold no qualifications and worklessness. More well defined, relevant and accessible educational pathways must be created to raise attainment.

Too many residents suffer in work poverty and are in need of claiming financial support, a figure which can be reduced with the provision of more intermediate and higher-level qualifications in priority sectors to enhance progression opportunity and entry to higher value careers.

Northumberland county has median gross weekly pay below the north east region average and significantly below the national average. Northumberland also has a gender pay gap significantly greater than the north east region average and national average. Targeted raising of participation in skills and education which represent higher value sectors, particularly with underrepresented groups and wards with greatest socio-economic challenges, will contribute to reducing inequalities.

Northumberland has in excess of 15,000 residents employed in elementary occupations, elementary occupations are also at greatest risk from automation, enhancing attainment levels can contribute to reducing elementary occupation uptake.

Aspiration levels are low with some of the county's flagship employers reporting that they are offering rewarding opportunities with little uptake from local residents. A well-defined network of educational pathways into employment must be defined to reduce the perceived obstacles to employment that currently exist.

Background

Throughout Q3 and Q4 2020 into Q1 2021 a range of vocational skills-based research activities were conducted via both internal and externally commissioned methods.

The research initially took an overview of Northumberland County Council Learning & Skills Service, the subject sectors it delivered and mapped locations in which it delivered them to both school leavers and adults.

ONS data was studied to establish where geographic concentrations of specific industry occupations were being accessed by residents which allowed an assessment of whether the correct skills were being delivered in the geographic locations that require the skills, and if not, targeted intervention could be taken to address this.

A deep dive activity on STEM based industry was undertaken given the evidence which supported these industries (Manufacturing, engineering, Health, Pharmaceutical) being such a significant contributor to the economy of the county and provider of higher value career paths. This focused on STEM-rich locations, mapped STEM industry and the specific sectors of STEM based employers and also identified other features of STEM significance.

A suite of priority industry reports were completed and finally a conclusive proposal of how priority vocational education could be distributed throughout Northumberland to yield most significant impact to residents, industry and economy.

It is intended to periodically update the suite of reports to keep education, training and employment planning current and dynamic with a second wave refresh proposed upon the Office for National Statistics releasing the 2021 census data during 2022.

It is intended to use the suite of reports as internal reference only owing to some key data being supplied by Emsi for which NCC do not currently hold a contract allowing public or commercial use of the data.

Implications

Policy	Research completed on Northumberland Skills Pathfinder Curriculum Research is in strong accordance with the <i>NCC Corporate Strategy 2018-21</i> and <i>Northumberland Economic Strategy 2019-24</i> , details of which are defined above.
Finance and value for money	There are no direct financial impacts positive or negative associated with the skills research however the information presented underpins approaches to deliver long range financial impacts to the economy within the county by overcoming talent-based growth obstacles.
Legal	None
Procurement	None
Human Resources	None
Property	None
Equalities (Impact Assessment attached) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/>	Equalities impact assessment not applicable as Northumberland Skills Pathfinder Curriculum Research does not impact individuals.
Risk Assessment	None in relation to Northumberland Skills Pathfinder Curriculum Research. Any projects arising as a result of the research will have a comprehensive risk assessment carried out as part of the outline business case.
Crime & Disorder	This report has considered Section 17 (CDA) and the duty it imposes and there are no implications arising from it.
Customer Consideration	Intent of the research is based upon the vision to act in the best educational interests of current and future young people, adults, businesses and employees in Northumberland.

Carbon reduction	The research will not have any positive or negative impact on carbon reduction however projects arising as a result of the research may have a carbon reduction impact which will be assessed on a per-project basis as part of outline business cases.
Health and Wellbeing	None
Wards	Applicable to residents in all wards who engage in vocational education.

Background papers:

Appendix 01 - 1.1 - Curriculum and Opportunity Mapping Study



1.1 - Curriculum and Opportunity Mapping

Appendix 02 – 1.2 - Master Northumberland County - NOMIS local area report



1.2 - Master Northumberland County

Appendix 03 – 2.1 - Advanced Manufacturing Engineering



2.1 - Advanced Manufacturing Engineering

Appendix 04 – 2.2 - Construction & Civils



2.2 - Construction & Civils.pdf

Appendix 05 – 2.3 - Health & Life Science



2.3 - Health & Life Science.pdf

Appendix 06 – 2.4 - Digital Skills



2.4 - Digital Skills.pdf

Appendix 07 – 2.5 - Accommodation & Foodservice



2.5 - Accommodation & Foodservice.pdf

Appendix 08 – 2.6 – Retail



2.6 - Retail.pdf

Appendix 09 – 2.7 - Business & Admin



2.7 - Business & Admin.pdf

Appendix 10 – 2.8 - Agri - Forest – Fishing



2.8 - Agri - Forest - Fishing.pdf

Appendix 11 – 3.1 - Curriculum Development Location Proposals



3.1 - Curriculum Development Location

Report sign off.

Authors must ensure that officers and members have agreed the content of the report:

	Full Name of Officer
Relevant Service Director	Audrey Kingham
Relevant Executive Director	Cath McEvoy-Carr
Chief Executive	Daljit Lally
Portfolio Holder(s)	Cllr Guy Renner-Thompson
Legal	Jan Willis
Financial	Suzanne Dent

Author and Contact Details

Neil Dorward

Senior Manager - Education Development & Collaborative Projects

Mob: 07811 020 806

email: neil.dorward@northumberland.gov.uk

Northumberland County Council

Family and Children's Services Overview & Scrutiny Committee

Work Programme and Monitoring Report 2021 - 2022

Page 61

Chris Angus, Scrutiny Officer
01670 622604 - Chris.Angus@Northumberland.gov.uk

08 November 2021 - CA

Agenda Item 7

TERMS OF REFERENCE

(a) To monitor, review and make recommendations about:

- Early Years
- Education and Schools
- Special education needs and disability
- Adult and Community Education
- Training and Vocational Education
- Lifelong Learning
- Youth Offending
- Social Services for Children and Young People
- Children's Health
- Teenage Sexual Health
- Looked After Children
- Safeguarding – Children
- Youth Services
- Family Services
- Children's Centres

(b) To oversee and monitor school improvement, as follows:

- (i) To receive feedback on the Ofsted inspection of schools.
- (ii) To support the work of the County Council and the progress of schools on the School Intervention and Support Programme in specified categories.
- (iii) To receive an annual report about the number of schools that have been on the School Intervention and Support Programme, the reason(s) for their inclusion, the support given by the Council and the success of this support.
- (iv) To receive an annual report on the performance of schools.

ISSUES TO BE SCHEDULED/CONSIDERED

Regular updates:

Safeguarding Activity Trends Report
Finance and Performance Six Monthly Report
Children Permanently Excluded from School/Elective Home Education
Schools performance
Joint Targeted Area Inspection

Issues to be raised:

Themed Scrutiny:

Issues to be scheduled:

School Capital Investment
Children Permanently Excluded from School/Elective Home Education
Education (Guidance about the cost of School Uniforms) Act 2021

**Northumberland County Council
Family and Children's Services Overview and Scrutiny Committee
Work Programme 2021 - 2022**

2 December 2021

Page 64	<p>PRE-SCRUTINY:- Health Education England & NCC Project Choice</p>	<p>To communicate to executive, FACS & Cabinet the opportunity to develop a wider scope of delivery for Health Education England's Project choice within Northumberland in order to more rapidly deliver on Northumberland County Councils education priorities and SEND priorities.</p>
	<p>PRE-SCRUTINY:- Northumberland Strategic Skills Plan 2021-25</p>	<p>The report asks Cabinet and FACS to review and approve for publication Northumberland Strategic Skills Plan 2021-25. The strategic skills plan is the conclusion of research undertaken related to Northumberland curriculum development opportunities, aligns to Northumberland Economic Strategy 2019-24 and sets out the approach to delivering the skills elements of the economic vision, economic priorities, and the mechanism to translate ambition into impact in terms of skills, employment and inclusive growth.</p>
	<p>Northumberland Skills Pathfinder - Curriculum Research</p>	<p>The report asks Cabinet and FACS to review and endorse a sample of content and findings from a suite of reports resulting from a range of internal and externally commissioned skills and employment based research activities conducted on the subject of curriculum development priorities within Northumberland County.</p>

6 January 2022

Page 65

PRE-SCRUTINY:- Relocation of Actkinson house

PRE-SCRUTINY:- Seaton Valley Federation

Northumberland Strategic Safeguarding Partnership (NSSP) Annual Report

Sufficiency Strategy

Home Builds Progress

Outcome of informal consultation on proposals for Atkinson House Special School in Seghil

Outcome of informal consultation proposal to amalgamate Seaton Sluice Middle School and Whytrig Middle School in new shared buildings with Astley Community High School

To provide an overview of the work completed by the NSSP undertaken from 2020-2021

This report highlights the issues and challenges faced with sufficiency and outlines a detailed strategy which identifies a range of underpinning data and information. The report will outline how the service plans to meet the needs.

Summary of the progress and plans including the outcome of the DfE bid for the building of children's new homes

3 February 2022

PRE-SCRUTINY:- School Admission Arrangements for Community and Voluntary Controlled Schools for the 2023/2024 Academic Year

Adult Learning Service Annual Report: Learning and Skills Service

Annual pre-scrutiny report on school admissions arrangements. The Committee's comments will be presented to Cabinet at their meeting on 8 February 2022.

The annual report for Learning and Skills Service is provided to report the performance against the Education Inspection

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 66</p>	<p>Annual Engagement Statement</p> <p>Virtual School Headteacher Annual Report 2021</p> <p>OFSTED Inspection Framework</p>	<p>Framework; present the work of the Careers Guidance Team and understand the role and impact of the Employability and Skills team within the wider service. The Learning and Skills Service leads a number of specialist areas and provides training for young people age 16-19, adults and apprentices across eight campuses in Northumberland as well as training in the workplace.</p> <p>Summary of the annual meeting with Ofsted including formal letter from the inspectorate.</p> <p>To present the education outcomes of Northumberland's looked after children for the academic year 2020 – 2021.</p> <p>An overview of the work undertaken by the Schools Improvement Team following the changes to OFSTED inspection framework.</p>
<p>9 March 2022</p>		
	<p>Director of Education Annual Report: Key Educational Outcomes (2020-2021 Academic Year)</p> <p>Safeguarding Activity Trend</p> <p>CIS Benchmarking Annual Report</p>	<p>Annual report on the key educational outcomes of the previous academic year. The Committee will be asked to identify any further areas for scrutiny.</p> <p>To provide analysis of social work activity trends and case allocation as well as highlighting national developments regarding the Department for Education safeguarding indicators.</p> <p>To inform members of how Northumberland compares with other areas in 2020/21 based on provisional data in the field of children in need and child protection.</p>

	School Transport Governance Arrangements	Review of the current governance arrangements for school transport providers and staff.
7 April 2022		
	Development of Family Hubs	Update for members on the development and progress of family hubs in Northumberland

<p style="text-align: center;">Northumberland County Council Family and Children's Services Overview and Scrutiny Committee Monitoring Report 2021-2022</p>				
Ref	Date	Report	Decision	Outcome
1	17 June 2021	Impact of COVID pandemic on SEND services	RESOLVED that the contents of the report be noted and the support provided over this period be recognised.	Further report to come to the committee on CYPS, waiting times and impact of COVID of children's mental health.

2	17 June 2021	Winter Support Grant Update	<p>RESOLVED that:</p> <ol style="list-style-type: none"> 1. The content of the report and the successful implementation of the initiatives undertaken with the funding from the Winter Support Grant be noted. 2. The strategy, roll-out and benefits of the activities for children and young people organised through the Holiday Activity Fund across Northumberland during the Easter Holiday be noted. 	No further action
3	2 September 2021	Schools Forum Role and Decision Making Powers	RESOLVED that the report be noted	No further action
4 Page 68	2 September 2021	SEND Revisit	<p>RESOLVED that:</p> <ol style="list-style-type: none"> 1. The information be noted; 2. A regular update be provided to allow the Committee to provide advice and support. 	A further update to return to the Committee at a later date.
5	2 September 2021	Peer Review For Care Leavers Service Update	<p>RESOLVED that:</p> <ol style="list-style-type: none"> 1. Members were assured that there was an action plan to take forward improvements to services for care leavers as part of continuous improvement planning in children's social care; and 2. Members would continue to have an overview of the Northumberland offer for care leavers and understand their role as corporate parents for care leavers. 	A further update to return to the Committee at a later date.

6	2 September 2021	Complaints Annual Report 2020/2021 – Adult Social Care, Children’s Social Care, And Continuing Health Care Services	RESOLVED that the information be noted.	Report to be split between Adults and Children. Report on Adult’s Social Care only to return to the Committee in a year.
7	7 October 2021	Seaton Valley Federation	RESOLVED that Cabinet be advised that the Committee supported the recommendations as outlined in the report.	At its meeting on 12 October, Cabinet considered the Committee’s comments
8	7 October 2021	Proposals for Atkinson House	RESOLVED that Cabinet be advised that this Committee supported the recommendations as outlined in the report.	At its meeting on 12 October, Cabinet considered the Committee’s comments
9	7 October 2021	School Organisation Plan for 2021 – 2024	RESOLVED that Cabinet be advised that the Committee welcomed the plan and supported the recommendations as outlined in the report.	At its meeting on 12 October, Cabinet considered the Committee’s comments
10	7 October 2021	Education Infrastructure Contribution Policy	RESOLVED that Cabinet be advised that this Committee supported the recommendations outlined in the report.	At its meeting on 12 October, Cabinet considered the Committee’s comments
11	7 October 2021	Children’s Services Self-Assessment	RESOLVED that the information be noted.	A report to be brought on Home Placement Sufficiency.
12	4 November 2021	Performance and Finance Report (Children’s Services)		

13	4 November 2021	Children's Home Placement and Sufficiency		
14	4 November 2021	Social Worker Recruitment and Retention		
15	4 November 2021	North East Submission to the Care Review		