

SUBJECT: A GREAT START FOR ALL - DRAFT MONMOUTHSHIRE NEET (NOT IN EDUCATION, EMPLOYMENT OR TRAINING) REDUCTION STRATEGY

MEETING: CYP Select Committee

DATE: 28th June 2018

DIVISION/WARDS AFFECTED: ALL

1. PURPOSE:

1.1 The purpose of this report is to provide the committee with the opportunity to scrutinise and contribute to the draft Monmouthshire NEET (not in education, employment or training) Reduction Strategy 2018 -2021 (appendix 3).

2. RECOMMENDATIONS:

- 2.1 The committee to scrutinise the draft Monmouthshire NEET Reduction Strategy 2018-2021 and make recommendations accordingly.
- 2.2 Subject to any recommendations made, Committee to endorse the Draft Monmouthshire NEET Reduction Strategy for submission to Cabinet for approval on 4th July 2018

3. KEY ISSUES:

- 3.1 This draft Monmouthshire NEET Reduction Strategy demonstrates our commitment as a Council to address NEET reduction in our county in order to create better opportunities and outcomes for our young people, through a partnership approach.
- 3.2 Committee have previously been made aware of the Welsh Government Youth Engagement and Progression Framework 2013 and the Authority’s responsibility to provide a delivery model centred on individual need. The six key areas of the framework are embedded in the draft Monmouthshire NEET Reduction Strategy and reflect added value whilst addressing the needs and aspirations of Monmouthshire’s young people.
- 3.3 The Strategy details a range of programmes to address NEET reduction which include - Inspire2Achieve which provides education and well-being support, qualifications for young people aged 11-16 years most at risk of becoming NEET and Inspire2Work which provides employability support, qualifications and work placements for unemployed young people aged 16 -24 years. In order to meet the ambitions of the NEET Reduction Strategy, the Inspire programmes will need to be extended and additional match funding will be required. The extension will help sustain the reduction in the number of school leavers that are NEET and continue low levels of unemployment amongst 16 – 24 years olds. Without this additional match funding potentially 397 young people could be at risk of becoming NEET over the next four years A report requesting the additional match funding will be presented to Economy and Development Select Committee for scrutiny on 19th July with a view to requesting a formal decision from Cabinet in due course.

4. OPTIONS APPRAISAL

Option	Benefits	Risks	Comments
<ul style="list-style-type: none"> • Do nothing 	<ul style="list-style-type: none"> • None identified 	<ul style="list-style-type: none"> • Lack of direction and vision in service delivery 	<ul style="list-style-type: none"> • As a council we must have a NEET Reduction

		<ul style="list-style-type: none"> • Duplication across partners • No integrated approach to provide opportunities for future project development and co-delivery • Increase in the number of young people at risk or who are NEET 	Strategy in place
<ul style="list-style-type: none"> • Implementation of the Monmouthshire NEET Reduction Strategy 	<ul style="list-style-type: none"> • Improve young people's skills and future employment opportunities • Increased partnership working and co-delivery of projects • Shared expertise and resources 	<ul style="list-style-type: none"> • Lack of buy-in from partners • Loss of externally funded programmes that support NEET reduction 	<ul style="list-style-type: none"> • As a council we must have a NEET Reduction Strategy in place

5. EVALUATION CRITERIA

- 5.1 An evaluation assessment has been included in Appendix 2 for future evaluation of whether the decision has been successfully implemented. The decision will be evaluated by CYP Select Committee, which will make recommendations of any proposed changes to Cabinet.
- 5.2 An annual report will be presented to CYP Select Committee to review progress to date
- 5.3 The NEET Strategy and Action Plan will be monitored through the following local forums;
- Children and Young People's (CYP) Departmental Management Team
 - Enterprise and Community Development Departmental Management Team
 - CYP Strategic Partnership
 - Post 16 Steering Group

6. REASONS:

- 6.1 The previous Monmouthshire NEET Reduction Strategy 2015 -2018 is now out of date and a new strategy for the next three years is essential to ensure continued improvements year on year in the number of young people who have entered and engaged in education, employment or training at age 16. There still remains scope to ensure all young people secure and sustain a positive destination after leaving compulsory education.
- 6.2 We wish to demonstrate our commitment to the NEET reduction agenda as a Council with partners – Secondary Schools, Pupil Referral Service, Special School, Careers Wales

Coleg Gwent etc., to implement the strategy action plan to improve outcomes for our young people and communities.

7. RESOURCE IMPLICATIONS:

- 7.1** A report requesting the additional match funding required to extend the Inspire Programmes, in line with the NEET Reduction Strategy, will be presented to Economy and Development Select Committee for scrutiny on 19th July, with a view to requesting a formal decision from Cabinet in due course.
- 7.2** No other direct resourcing needs have been identified as a result of implementing this strategy. The strategy will be used as a tool to inform and align good practice within existing resources through a partnership approach.

8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS(INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):

The significant equality impacts identified in the assessment (Appendix 2) are summarised below for members' consideration:

This strategy will improve provision, opportunities and outcomes for all young people who are at risk or who are NEET. It is anticipated that the strategy will have a positive impact on the young peoples' social, emotional, health and wellbeing, education and skills. This proposal does acknowledge that due to personal, social and educational barriers, not every young person will progress and sustain education, employment or training.

The actual impacts from this report's recommendations will be reviewed every year and criteria for monitoring and review will include:

- The number and percentage of Year 11, 12 and 13 school leavers not in education, employment and training.
- The number of NEET and unemployed young people 16 -25 years.

9. CONSULTEES:

Chief Officer for Children and Young People

Head of Achievement and Attainment

Secondary Schools Head Teachers

Special School Head Teacher

Pupil Referral Service Head Teacher

Children and Young People Departmental Management Team 22/05/18

Head of Enterprise and Community Development

Enterprise and Community Development Departmental Management Team 28/03/2018

CYP Strategic Partnership Group

Post 16 Steering group 29/03/2018

Keeping in Touch Group

Young People on Youth Enterprise Programmes

10. BACKGROUND PAPERS:

Evaluation Criteria (Appendix 1)

Future Generations Evaluation (Appendix 2)

A Great Start for All - NEET Reduction Strategy 2018 -2021 (Appendix 3)

- 11. **AUTHOR:**
Hannah Jones, MCC Youth Enterprise Manager

- 12. **CONTACT DETAILS:**
Tel: 07738 340418
E-mail: hannahjones@monmouthshire.gov.uk

Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

Title of Report:	YOUTH ENTERPRISE – DRAFT MONMOUTHSHIRE NEET (NOT IN EDUCATION, EMPLOYMENT OR TRAINING) REDUCTION STRATEGY 2018 -2021
Date decision was made:	28th June 2018
Report Author:	Hannah Jones

What will happen as a result of this decision being approved by Cabinet or Council?

Once the strategy has been scrutinised by CYP select committee it will be submitted to Cabinet for approval. Following approval, the six key priorities actions can be developed by the responsible partners and monitored by the Departmental Management Team for Children and Young People, the Departmental Management Team for Enterprise and Community Development, CYP Strategic Partnership and the Post 16 Steering Group.

The public will have a strategy with a clear vision for NEET intervention and reduction creating better outcomes for our young people. Officers can advocate on behalf of the work of the strategy and share opportunities through the strategy in their wards.

12 month appraisal

What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?

The following criteria will determine whether the decision has been successfully implemented:

- Sustaining a continued reduction in the number and percentage of NEET Y11, Y12 and Y13 school leavers
- Continued reduction in the number of NEET young people 16 -24 years
- Improved future pathway opportunities in particular local employment
- Improved co-ordination of support and interventions for young people most at risk or who are NEET

12 month appraisal

What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?

There are no additional costs to Youth Enterprise through the implementation of this strategy. This strategy is not designed to save money but to address improvements in partnership work and increase engagement with our young people to sustain NEET reduction and provide better outcomes for our young people.

12 month appraisal

Any Comments



Future Generations Evaluation (Includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer Hannah Jones</p> <p>Phone no: 07738 340 418 E-mail: hannahjones@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <ul style="list-style-type: none"> To implement the draft Monmouthshire NEET (not in education, employment or training) Reduction Strategy 2018 -2021
<p>Name of Service: Youth Enterprise</p>	<p>Date Future Generations Evaluation 19th May 2018</p>

NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc.



1. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This strategy sets out our commitment to increase young people’s engagement and progression into education, training and employment. Responsible partners will support young people to make the right choices to move into further education, employment and training. This strategy will aim to enable young people to improve their skills and future employment opportunities.</p>	<p>Person centered approach in supporting future pathways addressing individual need.</p>


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The programmes outlined in this strategy will address issues such as waste, recycling, minimize energy usage and efficient use of such resources, whilst also raising awareness of environmental issues and healthy lifestyles.</p>	<p>Sharing expertise, networks and resources will ensure a good provision for our young people.</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The programmes outlined in this strategy will work with young people, supporting them to overcome health and wellbeing barriers by either delivering health or wellbeing workshops and/or support, linking learners with health care professionals, organisations and networks and other health and wellbeing services. The young people's health and wellbeing is a crucial element to reducing their overall risk of becoming NEET.</p>	<p>The one to one support from responsible partners will enable us to identify and address individual need. Setting agreed goals and reinforcing recognition and achievements. A reduction in the barriers to participation is a key element to enable young people to be engaged, supported and valued. The level of support offered will be high and consistent.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Programmes in the strategy will encourage safe and appropriate use of IT and the internet, developing young peoples' ICT literacy skills, preparing them for further learning, education and training.</p> <p>The programmes will link to the wider community, helping young people be active citizens in their community and have a greater awareness of community safety.</p>	<p>Encourage safer use of the internet and raise awareness of the harmful effects and consequences of inappropriate use of social media</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The strategy will incorporate ESDGC (Education, Sustainable Development and Global Citizenship) elements enable young people to become globally responsible citizens.</p>	<p>Working closely with our Local Authority partners and Careers Wales we will share resources and good practices to ensure young people have the best opportunities to engage in global well –being and how this impact's on their community.</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>All programmes outlined in this strategy will have marketing, publications and printed literature available bilingually where appropriate. The strategy will conform to the Welsh Language Legislation Welsh Language Wales Measure 2011 and accompanying welsh language standards.</p>	<p>Encouraging young people to embrace the vibrant welsh culture and language.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>The strategy will develop effective ways to engage and provide support for those individuals regardless of ethnic origin, gender, disability sexual orientation or religion to ensure all young people actively participate in and benefit from the programme. The LA Equal Opportunity's Policy stipulates how staff can best promote equality of opportunity and outcomes for young people regardless of age, race, ethnicity and disability.</p>	<p>All of our policies and procedures are guided by the current local and national equal opportunities guidance and legislation.</p>

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The long term future plan is that all young people will secure and sustain a positive destination after leaving compulsory education. This strategy aims to create a NEET free county working with our schools, Pupil Referral Service, special school, Careers Wales, colleges, training providers and local employers. This will reduce the likelihood of future or continuing poverty amongst young people. It will also deliver improved health and well-being for young people, whilst also instilling a work ethic for young people and seeing aspiration levels rise.</p>	<p>This strategy aims to support the development of resilience in those young people most at risk or who are NEET, to improve their confidence and skills. Thus enabling them to progress into education, employment or training.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>This strategy cannot be addressed by one single agency. It has been developed collaboratively with key stakeholders including our schools, Pupil Referral Service, special school, Careers Wales, colleges, training providers and local employers. Thus reducing the chances of young people becoming NEET.</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Involvement views</p> <p>Involving those with an interest and seeking their views</p>	<p>Young people, in particular those most vulnerable including Looked After Children have been involved in the development and setting the key priorities of the strategy. Young people will be part of the monitoring and evaluation process of the strategy to demonstrate impact and value added.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The Inspire programmes (Inspire2Achieve and Inspire2Work) a key part of the strategy and are preventative initiatives to enable the reduction in the risk of young people becoming NEET and reduction in the number of young people who are NEET.</p> <p>It is anticipated that the long term impact of the programmes will challenge behaviors, actions and attitudes, subsequently establishing firm foundations on which to support in the future and provide generic skills.</p>	<p>The programmes will be monitored and reviewed as part of the action plan to ensure targets are on track and then young people feel the programmes are meeting their needs and expectations.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p data-bbox="237 549 376 579">Integration</p> <p data-bbox="203 608 539 715">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="591 304 1301 603">Young people’s wellbeing is paramount and supporting them to overcome health and wellbeing barriers by either delivering health and wellbeing programmes and/or support, linking young people with health care professionals, organisations and networks and other health and wellbeing services. The young peoples’ health and wellbeing is a crucial element to reducing their overall risk of becoming NEET.</p>	

3. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: <http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or alanburkitt@monmouthshire.gov.uk

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	We aim to engage with young people 11-24years most at risk of becoming NEET (not in education, employment or training) or who are NEET.	None identified	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Disability	We aim to engage and support young people to meet with individual needs without discrimination.	None identified	N/A
Gender reassignment	We aim to provide a provision which is inclusive for transgender people and groups We will address any issues in regards to work placements, employment and training opportunities.	None identified	N/A
Marriage or civil partnership	Not applicable	None identified	N/A
Pregnancy or maternity	Risk assessment will be in place for pregnant young people ensures all health and safety measures have been addressed and the well-being of the young person is paramount.	None identified	N/A
Race	Young people referred onto our programmes will be given the same opportunities regardless of race. The relevant support will be provided to meet individual needs	None identified	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	We aim to offer bespoke packages of support that will take into account young peoples' religion and religious beliefs.	None identified	N/A
Sex	We aim to offer opportunities that will take into account individual needs regardless of sex.	None identified	N/A
Sexual Orientation	We aim to offer opportunities that will take into account individual needs regardless of sexual orientation.	None identified	N/A
Welsh Language	We will adhere to the Welsh Government Welsh Language Policy. We will aim to provide bilingual learning opportunities if there is a need.	None identified	N/A

- 4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities?** For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?

Safeguarding	Safeguarding is a priority, young people on our programmes will have a multiple barriers and are vulnerable individuals. All youth enterprise staff and volunteers have completed the Safeguarding level 1.	None identified	N/A
Corporate Parenting	The strategy and action plan targets young people who are looked after children (LAC) and care leavers. We aim to provide a tailor package which is flexible to their needs and circumstances.	None identified	N/A

5. What evidence and data has informed the development of your proposal?

The following data has identified and informed the need to develop the Inspire2Achieve programme;

- The Local Authority Early Identification process identifying young people most at risk in key stage 3 and 4.
- The Careers Wales 5 Tier model data, identifying young people 16 -18 years in tier 4 who are in education, employment or training yet are at risk due to circumstances.
- Young people 19 -24 years who are vulnerable and are still in education.

The following data has identified and informed the need to develop the Inspire2Work programme;

- The Careers Wales 5 Tier model data young people in tier 1 and 2 of the system who are NEET
- NOMIS figures identifying the number of 19 -24 year olds that claim job seeker allowance
- 16 -24 vulnerable groups identified through local partnership forums.

The work of the CYP Strategic Partnership, Post 16 Steering Group and the Keeping in Touch Group have identified the need for further intervention for those most vulnerable to participate and engage in the school curriculum and sustain future education, employment and training.

6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

It is anticipated that the NEET Reduction Strategy will have a positive impact on the young peoples' social, emotional, health and wellbeing, education and skills. This will develop their resilience and improve their life chances. This proposal does acknowledge that due to personal, social and educational barriers, not every young person will progress into further education, training or employment.

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7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible	Progress
Implementation of the Monmouthshire NEET Reduction Strategy and action plan	July 2018	Hannah Jones	To be reported on an annual basis

8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	July 2019
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9. VERSION CONTROL: The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Departmental Management Team (DMT)	22 nd May 2018	.Approved by DMT no further amendments
1	Children and Young Peoples Select Committee	28 th June 2018	
	Cabinet	4 th July 2018	

A Great Start for All

NEET Reduction Strategy



Version Control

Title	A Great Start for All: NEET Reduction Strategy 2018-2021
Purpose	This strategy sets out a clear direction required to deliver on the council's responsibility to sustain a reduction in the number of young people Not Engaged in Education, Employment or Training (NEET) aged 16-24.
Owner	Hannah Jones
Approved by	Unapproved Draft
Date	18/05/2018
Version Number	1.7
Status	Draft
Review Frequency	Annual
Next review date	Tbc
Consultation	Consultation with Post 16 Steering Group, Secondary Schools, Pupil Referral Service, Special School, CYP DMT, Enterprise and Community Development DMT

Contents

- Version Control 2
- Contents 3
- Welsh Language and Alternative Formats..... 4
- Purpose 5
- Vision for Monmouthshire 6
- Overview..... 7
 - National Context 7
 - Local Context..... 8
 - Definition of NEET 9
 - Why do Young People become NEET? 9
 - Current Position 10
- Priorities for Action..... 12
 - 1. Identifying young people most at risk of disengagement 12
 - 2. Better brokerage and Co-ordination of Support..... 13
 - 3. Stronger tracking and transition of young people through the system 13
 - 4. Ensuring provision meets the needs of young people 15
 - 5. Strengthening employability skills and opportunities for employment 15
 - 6. Greater accountability for better outcomes for young people..... 16
- Evaluation 18
- Risks..... 19

Appendix 1: Early Identification Tool – Indicators and Thresholds KS3 & 4

Appendix 2: Next Steps Destination Process

Welsh Language and Alternative Formats

In line with the council's Welsh Language Scheme, a Welsh language version of the Plan will be available on the council's bilingual website.

Y Gymraeg a fformatau eraill

Yn unol â Chynllun Iaith Gymraeg y Cyngor, bydd fersiwn Gymraeg o'r Cynllun Gwella ar gael ar wefan ddwyieithog y Cyngor

We can also provide this document in Braille, large print, on tape or in electronic form. If you would like a copy in a different format please contact our Equality and Welsh Language Officer by:

Phone: 01633 644010 or 07738340418

Fax: 01633 644666

e mail: equality@monmouthshire.gov.uk

If you want to comment on the Monmouthshire NEET Reduction Strategy, we welcome your views and feedback.

📧 youthenterprise@monmouthshire.gov.uk

🌐 www.monmouthshire.biz

✉ Hannah Jones, Youth Enterprise Manager, Monmouthshire County Council, County Hall, Usk, NP15 1GA

☎ 01633 644913 or 07738 340 418

@ MonmouthshireYE

Purpose

This strategy sets out our commitment to creating better outcomes for children and young people in Monmouthshire through increasing engagement and progression in education, training and employment. It provides direction and a sense of what will be important for the next 3 years to bridge the gap between poverty and attainment.

There has been a continued improvement year on year in the number of young people who have entered and engaged in education, employment or training at age 16 but there still remains scope to ensure that all young people secure and sustain a positive destination after leaving compulsory education.

This strategy aims to create a NEET (not in Education, Employment or Training) free county working with our mainstream schools, Special School, Pupil Referral Service, Careers Wales, colleges and training providers. It recognises that early identification and intervention are vital in supporting young people in their learning and enabling them to reach their potential beyond 16.

This strategy cannot be addressed by one single agency. It has been developed collaboratively with all key stakeholders, identifying key priorities in relation to the increasing engagement and progression and thus reducing the chances of young people becoming NEET.

The NEET Strategy and Action Plan will be monitored through the following local forums;

- Children and Young People's (CYP) Departmental Management Team
- Enterprise and Community Development Departmental Management Team
- CYP Strategic Partnership
- Post 16 Steering Group

Vision for Monmouthshire

We want to enable the building of sustainable and resilient communities that support the well-being of current and future generations.

This vision is at the heart of everything we do to improve the economic, social, environmental and cultural well-being of Monmouthshire and we share this with our public service partners as part of the Public Service Board. We will consider sustainable development in how we plan and deliver services to prevent and reduce the number of young people becoming NEET.

We can only achieve great things for our place through the people who live and work here, those on our payroll and those in Monmouthshire's communities including the countless volunteers and groups that give this place a richness and vibrancy. Our Council values reflect who we are, how we do things and how we are shaping the future. We try our best to apply these in everything we do.

Openness: We're open and honest. People have the chance to get involved in decisions that affect them, tell us what matters and do things for themselves/their communities. If we can't do something to help we'll say so; if it will take a while to get the answer we'll explain why; if we can't answer immediately we'll try to connect you to the people who can help – as we want everyone to trust us.

Fairness: We provide a fair choice, to help people and communities thrive. If it doesn't seem fair we'll listen and help explain why. We will always try to treat everyone fairly and consistently. Tell us if you're not happy, we will listen and explain why we did what we did – we don't make all of the rules but we have to follow them. We'll try to make every contact with us as consistent as possible – as that's fair.

Flexibility: We are flexible and constantly changing to help the county thrive now and in the future, finding new ways to work with you and our partners to empower you to do business, travel and generate growth. Embracing all the opportunities that new technology and data provide.

Teamwork: We'll work with you and our partners to support and inspire everyone to get involved so we can achieve great things together.

This strategy sets out the further information about how we will plan, govern, deliver and evaluate our objectives.

Overview

National Context

The NEET reduction Strategy will impact on the following national strategies and key priorities in Wales:

Youth Engagement and Progression Framework [YEPF] (2013) which provides a delivery model centred on the needs of young people, outlining clear responsibilities of local authorities, schools, careers and a range of organisations to provide better outcomes for young people.

Prosperity for All: The National Strategy (2017), contributing to two of the four themes:

- Prosperous and Secure. We aim to provide opportunities to tackle inequality, on a local basis, enabling young people to fulfil their ambitions and their well-being through secure and sustainable employment. We will break down the barriers many young people face to getting a job.
- Ambitious and Learning. We aim to instil in everyone a passion to learn throughout their lives, inspiring them with the ambition to be the best they possibly can be.

Well-being of Future Generations Act (2015) – The Well-being of Future Generations Act is fundamental legislation that requires us to carry out sustainable development, this should ensure that present needs are met without compromising future generations in meeting their own needs. We have tried to maximise our contribution to achieving each of the seven national wellbeing goals. The contribution our priorities for action make towards the seven national objectives has been assessed and is shown in the table below:

	Contribution to Well-being Goals						
	Prosperous Wales	Resilient Wales	Healthier Wales	More equal Wales	Wales of cohesive communities	Vibrant culture and thriving Welsh Language	Globally responsible Wales
Identifying young people most at risk of disengagement	✓	✓		✓	✓		
Better brokerage and Co-ordination of Support	✓	✓	✓	✓	✓		
Stronger tracking and transition of young people through the system	✓	✓		✓	✓		
Ensuring provision meets the needs of young people	✓	✓	✓	✓	✓	✓	✓
Strengthening employability skills and opportunities for employment	✓	✓	✓	✓	✓	✓	✓
Greater accountability for better outcomes for young people	✓	✓	✓	✓	✓	✓	✓

APPENDIX 3 – NEET REDUCTION STRATEGY (2018-21)

Hidden Ambitions (2017) – As a council we have a commitment to young people leaving care, and believe they should have ‘an active offer of education, work or training as they make the leap into adulthood’. We aim to offer all of the children under local authority care bespoke access to training and job opportunities in their many of areas of employment, including administration, parks, nurseries, carpentry, social care and housing.

Youth Work Strategy (2014-18) - Supporting the second outcome to contribute to support positive outcomes for young people in mainstream education and training. Youth work intervention will aim to show improvements in behaviour, attendance and progression through key points of transition.

Aligning the Apprenticeship model to the needs of the Welsh Economy (2017) – we will demonstrate as a council that we are committed to developing a culture of supporting young people into apprenticeships and to improve access, equality, equity of opportunity, and link with local business and training providers.

Welsh Government Employability Plan (2018) - we will meet the requirements of the Welsh Government Employability Plan through providing an individualised approach to employability support, contributing to a reduced number of young people who are NEET in Wales. In 2016 there were approximately 57,000 16 -24 year olds in Wales who were NEET. We will provide bespoke solutions for those in greatest need of employability support and tailored support of varying intensity to all people looking for work.

Local Context

The Monmouthshire Public Service Board well-being plan sets four Objectives and a number of steps to deliver them. The objectives that will impact on the NEET reduction Strategy are;

1. Provide children and young people with the best possible start in life
2. Develop opportunities for communities and businesses to be part of an economically thriving and well-connected county.

Monmouthshire County Council’s Corporate Business Plan (2017-2022) sets out the things the Council will be working on in the medium term. The plan sets out five Organisational Goals (also well-being objectives) supported by 22 commitments. This plan has been developed and aligned to the direction set in the Corporate Plan. 2 of the 5 organisational goals will impact on the NEET reduction Strategy;

1. Provide children and young people with the best possible start in life, one of the measures is to reduce the number of year 11, 12 and 13 school leavers that are NEET.
2. Develop opportunities for communities and businesses to be part of a thriving and well-connected county, one of the measures is to increase apprenticeship and employment opportunity to prevent young people moving out of Monmouthshire.

Monmouthshire Business Growth and Enterprise Strategy (2014 -2020); 1 of the 3 strategic priorities is Growing Entrepreneurs. There is a need not only to create high quality well paid employment which gives young people the means to stay in the county but it also presents an opportunity to raise awareness of entrepreneurial opportunities that exist.

APPENDIX 3 – NEET REDUCTION STRATEGY (2018-21)

Monmouthshire Corporate Parenting Strategy (2018 -2021) [Draft] – aims to ensure that all looked after children and care leavers are fully supported to engage in education, training or employment post-16.

Monmouthshire & Torfaen Youth Offending Service YOT Plan Cymru (2017/19), objective 5 is to increase engagement in Education, Training and Employment, through developing accredited programmes to increase the 'employability of young people' subject to statutory intervention plans to meet individual need.

People, Places Prosperity – A Strategy for Social Justice (2017- 2022) – In Order To Overcome Inequalities In Access To Economic Prosperity We Will:

- Provide learning, training and employability opportunities for 11-24 years olds to reduce the number of young people who are not in employment, education or training.
- Develop, and act upon, options to improve access to job opportunities in the county and other areas to include providing work placements, traineeships and apprenticeship opportunities whilst taking positive action as a Council to encourage other public partners and businesses to do so;

Definition of NEET

The term NEET refers to young people who are not engaged in education, employment or training. It is often used to describe young people who are disengaged from learning or employment and have become marginalised from society.

Why do Young People become NEET?

Young People can become NEET due to a variety of reasons and circumstances. Progressing to post 16 is a significant transition in all young peoples' lives, and transitional management is vital to ensure the risk of young people becoming NEET is reduced or removed. Many of the contributing factors are captured in Monmouthshire's Early Identification Tool, such as:

- Low attendance and high absenteeism
- Low levels of attainment
- Number of exclusions and days excluded
- Additional learning needs
- Free school meals
- Looked after status
- Number of school moves in the last two years
- English as an additional language

However, there are a number of factors that the tool does not capture. These include:

- Caring for a sibling, parent or partner
- Pregnancy or parenting
- Substance misuse
- Physical/mental illness/disability
- Homelessness
- Poverty
- Offending
- Low self esteem

APPENDIX 3 – NEET REDUCTION STRATEGY (2018-21)

- Domestic Violence
- Adverse Childhood Experiences

Current Position

Destinations of School Leavers

Over the past 5 years Monmouthshire has continued to show a significant reduction in the number of Year 11, 12, and 13 school leavers known not to be in Education, Training or Employment and remain below the Welsh average as evidenced in the tables below. However, the local authority, schools, careers and other providers cannot be complacent and will continue to strive towards a NEET free county.

	2013	2014	2015	2016	2017
Monmouthshire	2.8%	1.7%	1.9%	2.0%	1.4%
	26	13	15	16	10
Wales	3.7%	3.1%	2.8%	2.0%	1.6%
	1334	1040	911	619	491

Year 12 NEET leavers

	2013	2014	2015	2016	2017
Monmouthshire	1.5%	1.6%	1.4%	1.3%	1.4%
	9	9	7	6	7
Wales	2.1%	1.9%	1.6%	1.2%	1.0%
	346	320	255	184	140

Year 13 NEET leavers

	2013	2014	2015	2016	2017
Monmouthshire	4.6%	3.46%	3.35%	1.99%	2.1%
	19	15	14	8	8
Wales	4.7%	4.9%	3.76%	3.11%	2.63%
	594	634	490	396	309

APPENDIX 3 – NEET REDUCTION STRATEGY (2018-21)

16 to 18 Year Olds – 5 tier model

NEET data is provided to the Local Authority on a monthly basis by Careers Wales and breaks down the number of young people that currently sit within each tier of the 5 tier model within Monmouthshire. Those learners that sit in tiers 1, 2 and 3 of the 5 tier model are considered to be NEET, whilst those in Tier 4 and 5 are engaging in EET (Education, Employment or Training).

Cohort / Age	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
Tier size after 2017 destinations count:	21	37	16	35	1581
Tier size after 2016 destinations count:	44	22	22	58	1639

Youth Unemployment

The number of unemployed 16 to 24 year olds in Monmouthshire has consistently reduced over the last 4 year, and is currently lower than at any other point in the last 10 years. The percentage of 16 to 24 year olds unemployed has also consistently been lower than the national percentage in Wales.

Unemployment rate: Young People aged 16 to 24:

	Year to Date:			
	June 2014	June 2015	June 2016	June 2017
Monmouthshire	700 ¹	600	600	500
	13.3% ²	10.7%	9.8%	10.4%
Wales	43,000	41,300	29,300	26,900
	19.2%	19.0%	13.8%	13.1%

Source: ONS – NOMIS on 10th January 2018

1: **Unemployed:** Refers to people without a job who were available to start work in the two weeks following their interview and who had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained.

2: **Unemployment Rate:** Unemployed as a percentage of the economically active population.

APPENDIX 3 – NEET REDUCTION STRATEGY (2018-21)

Priorities for Action

The strategy identifies 6 key areas, these areas are in line with the Youth Engagement and Progression Framework; identifying young people most at risk of disengagement, better brokerage and co-ordination of support, stronger tracking and transition of young people through the system, ensuring provision meets the needs of young people, strengthening employability skills and opportunities for employment and greater accountability for better outcomes for young people. These priorities will work alongside the Youth Enterprise Action Plan (Appendix 1).

1. Identifying young people most at risk of disengagement

Monitor, develop and improve the Early Identification process in Monmouthshire to ensure the accurate and timely identification of children and young people at risk of disengagement.

Priority 1:			Timescale (years)			Responsible Partners
Objectives	Actions	Performance Indicator	1-2	3-5	5-10	
1. Develop an Early Identification Tool (EIT) for use with Primary School data, to allow for earlier identification and intervention.	Carry out research on the key indicators of risk of NEET among young people in Key Stage 2. Develop an EIT to reflect these indicators.	Number of young people in primary schools identified as at risk of NEET and receiving subsequent support.	✓			Youth Enterprise CYP Primary Schools
2. Monitor and review the effectiveness of the EIT for key stage 3 and 4.	Track the numbers of young people being identified as 'at risk of NEET', Where appropriate redefine the indicators and thresholds of the system (Appendix 2).	Number of young people in secondary schools, Pupil Referral Service and Special School identified as at risk of NEET and enrolled on subsequent support. 2018-19: 150 2019-20: 150 2020-21: 148	✓	✓		Youth Enterprise CYP Secondary Schools Pupil Referral Service Special School
3. Ensure that further education colleges within Monmouthshire continue to operate their own EIT Identification Tool, to identify young people at NEET.	Monitor the Post-16 Inspire2Achieve caseload within Monmouthshire Support interventions at point of disengagement	Number of young people who disengage from further education colleges that are supported into an alternative provision or destination.	✓	✓		Youth Enterprise Coleg Gwent Careers Wales

APPENDIX 3 – NEET REDUCTION STRATEGY (2018-21)

2. Better brokerage and Co-ordination of Support

Facilitate coordination of support by being the central point of contact through the Engagement and Progression Coordinator function.

Priority 2:			Timescale (years)			Responsible Partners
Objectives	Actions	Performance Indicator	1-2	3-5	5-10	
1. Engage young people in the review and improvement of services.	To carry out an annual review of all youth projects and services.	Number of young people and partners involved.	✓	✓		Post 16 Steering Group
	To continue to evaluate projects with young people at the point of exit.	Number of exit evaluations completed by service users.				
2. Maintain the Lead Worker function through ESF projects Inspire2Achieve and Inspire2Work.	Ensure young people have a central point of contact to coordinate their support and intervention package.	Number of young people supported by Inspire2Achieve and Inspire2Work 2018-19: 235 2019-20: 237 2020-21: 235	✓	✓		Youth Enterprise Careers Wales Coleg Gwent

3. Stronger tracking and transition of young people through the system

Provide a coordinated approach to support transition between alternative provisions, key stages of compulsory education, and movement from pre to post 16.

Priority 3:			Timescale (years)			Responsible Partners
Objectives	Actions	Performance Indicator	1-2	3-5	5-10	
1. Monitor young peoples expected destinations over an extended period to ensure that appropriate interventions can be put in place.	Maintain and develop the 'Next Steps' process within secondary schools, Pupil Referral Service and the Special School. (Appendix 3)	Number of young people supported through the 'Next Steps' process.	✓	✓		Post 16 Steering Group CYP Secondary Schools Special School PRS Careers Wales

APPENDIX 3 – NEET REDUCTION STRATEGY (2018-21)

	<p>Work collaboratively with appropriate partners including colleges, training providers and Careers Wales to ensure sustainable destinations for young people.</p>	<p>Percentage of all Year 11, 12 and 13 leavers known not to be engaged in education, employment or training.</p> <p>Year 11: 2018: 1.2% / 9 actual 2019: 1.1% / 9 actual 2020: 1.0% / 8 actual</p> <p>Year 12: 2018: 1.2% / 5 actual 2019: 1.1% / 5 actual 2020: 1.0% / 4 actual</p> <p>Year 13: 2018: 1.9% / 8 actual 2019: 1.8% / 8 actual 2020: 1.7% / 7 actual</p>				
<p>2. Track and monitor young people in tiers 1, 2, 3 and 4 via the Keeping in Touch (KIT) Group.</p>	<p>Continue to operate the 'Keeping in Touch' group on a monthly basis.</p> <p>Ensure close monitoring of those young people in tier 4, and provide appropriate support</p> <p>Review terms of reference for the Keeping In Touch Group</p>	<p>Number of young people in tier 1, 2 and 3 moving into education, employment and training (tier 4 and 5)</p> <p>Annual target = 30 young people</p> <p>Number of young people moving out of tier 4 into tier 5</p> <p>Annual target = 15 young people</p>	✓	✓		<p>Keeping in Touch Group</p>
<p>3. Track Care Leavers to ensure support is in place to assist the young person in entering education, employment or training.</p>	<p>Work with the LACE coordinator to ensure vulnerable young people have additional transition support if required.</p> <p>Offer work placement, traineeship and apprenticeship opportunities to vulnerable young people.</p>	<p>Number of care leavers aged 16 -18 years that participate in a local authority work placement and /or traineeship scheme 2018 -2019</p> <p>Number of care leavers aged 16 – 24 years that gain Apprenticeships within the local authority 2018 - 2021</p>	✓	✓		<p>Youth Enterprise</p> <p>Care Leaver Team</p>

APPENDIX 3 – NEET REDUCTION STRATEGY (2018-21)

4. Ensuring provision meets the needs of young people

To maximise local opportunities at appropriate levels that are of the highest quality and meet the needs and aspirations of the young people in Monmouthshire.

Priority 4:			Timescale (years)			Responsible Partners
Objectives	Actions	Performance Indicator	1-2	3-5	5-10	
1. Monitor and improve the accessibility of future pathways and appropriate alternative provision.	<p>Support Careers Fairs in secondary schools and colleges.</p> <p>Take I2A young people to college open days, work based learning taster sessions and further post 16 providers' events.</p> <p>Develop a virtual network of future pathways and appropriate alternative provision, utilising the Monmouthshire.Biz website</p>	<p>Number of young people and parents engaged with at the 4 secondary schools Careers Fair and at Coleg Gwent Careers Fair.</p> <p>Number of I2A young people that attend open days with I2A team and Careers Wales.</p> <p>Number of engagements on the Monmouthshire.Biz website</p>	✓	✓		Post 16 Steering Group
2. Provide bespoke learning and support opportunities for those referred to Youth Enterprise targeted programmes.	Continue to provide bespoke learning opportunities and support young people's well-being through delivery of Youth Enterprise targeted programmes.	<p>Number of new young people engaged on Youth Enterprise targeted programmes.</p> <p>2018-19: 252 2019-20: 254 2020-21: 252</p>	✓	✓		Youth Enterprise

5. Strengthening employability skills and opportunities for employment

To form a better understanding of local employment needs and trends, to offer new opportunities for young people and to inform service design.

Priority 5:			Timescale (years)			Responsible Partners
Objectives	Actions	Performance Indicator	1-2	3-5	5-10	
1. Ensure training and education links with business to identify the skills needed in Monmouthshire	To contribute to the development of links between local businesses and young people.	Number of business linked to young people	✓	✓		Post 16 Steering Group

APPENDIX 3 – NEET REDUCTION STRATEGY (2018-21)

workforce now and in the future.	Support Careers Wales in maintaining existing relationships within the Business Class programme.	Number of Monmouthshire Secondary Schools engaged in the programme.				Careers Wales
2. Promote and deliver programmes that enhance young people's employability skills and opportunity for future employment.	Continue to deliver existing employability programmes in Monmouthshire.	Number of young people engaged in employability programmes.	✓	✓		Post 16 Steering Group
3. Promote and support enterprise activities in schools in developing future entrepreneurs in Monmouthshire.	To develop and support a programme of enterprise activities with schools, colleges and other Post 16 Provider.	Number of enterprise activities delivered in schools and with post 16 provisions. Number of enterprise activities supported with schools and post 16 provisions.	✓	✓		CYP Secondary Schools Youth Enterprise Post 16 Steering Group
4. To develop a corporate offer of traineeship and apprenticeship opportunities meeting local need.	Increase the number of traineeship and apprenticeship opportunities Enable young people to sustain traineeships and apprenticeships.	Number of young people engaged in traineeship programme with Monmouthshire County Council Number of young people engaged in apprenticeships with Monmouthshire County Council	✓	✓		Youth Enterprise Post Steering Group

6. Greater accountability for better outcomes for young people

Monmouthshire County Council has a strong sense of character and purpose. We value our young people, and will work towards providing the best opportunities and outcomes for them.

Priority 6:			Timescale (years)			Responsible Partners
Objectives	Actions	Performance Indicator	1-2	3-5	5-10	
1. Clear leadership and partnership arrangements with a shared purpose of creating valuable prospects for young people.	Review terms of reference for Post 16 Steering Group Report action plan progress to Business and Community Development Senior Management Team and Children and Young People Departmental Management Team on a quarterly basis.	Number of partners actively engaged in driving forward action plan Effective implementation of individual actions and performance indicators met.	✓	✓		Youth Enterprise Post 16 Steering Group

APPENDIX 3 – NEET REDUCTION STRATEGY (2018-21)

<p>2. Commitment from secondary schools and Careers Wales to ensure progression of all young people and to work towards the common aspiration of a NEET free county.</p>	<p>To review Service Level Agreements with schools and Careers Wales</p> <p>To meet termly with secondary schools, PRS, Special School and Careers Wales to discuss young people most at risk or potential of becoming NEET and put action plan in place.</p>	<p>Revised Service Level Agreements in place with schools and Careers Wales</p> <p>A reduction in the number of young people most at risk of becoming NEET in comparison to previous academic year.</p>	<p>✓</p>	<p>✓</p>	<p>Youth Enterprise</p> <p>Careers Wales</p> <p>Secondary Schools</p> <p>Pupil Referral Service</p> <p>Special School</p>
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Evaluation

This strategy sets out a clear direction required to deliver on the council's responsibility to sustain a reduction in the number of young people Not Engaged in Education, Employment or Training (NEET) aged 16-24. It is important we have clear set of measures to evaluate the progress made to determine the success of the action plan in achieving the overall purpose - *NEET reduction*.

Quantitative data from Schools, Careers Wales, Youth Enterprise and key partners will inform the effectiveness of the strategy. This data will be analysed and compared with other local authorities to evaluate targets and performance.

Qualitative evaluations are key to measure the impact of the interventions outlined in the strategy. We will work with partners who can provide the narrative evidence to support distance travelled and successes achieved, understanding how effective these measures have been over the lifetime of the strategy, as well as understanding the short term effectiveness.

To support this, the post 16 steering group will monitor, evaluate and provide steer to the evolving NEET agenda. The group will consider the quantitative and qualitative evaluations and the following key questions will be used as a guide:

- What change has come about as a result of the strategy?
- Have partners contributed to the actions and how has this been achieved?
- How effective are partners in working to reduce NEETs?

It is important that we have specific quantitative measures so we can track progression and this will be considered alongside the qualitative evidence. We will work with key partners in evaluating the true progress of the strategy.

APPENDIX 3 – NEET REDUCTION STRATEGY (2018-21)

Risks

There are risks attached to the delivery of this strategy and good governance will ensure these risks are understood, managed and communicated. The Council has an established risk management policy that sets out the Council's policy and approach to strategic risk management. The risks related to the delivery of this strategy have been identified, assessed and mitigating actions established.

Risk	Reason why identified	Residual Risk Level (Pre – mitigation)				Planned Mitigation & timescales	Residual Risk Level (Post – mitigation)			
		Year	Likelihood	Imp-act	Risk Level		Year	Likelihood	Imp-act	Risk Level
UK exit from European Union disrupts funding ESF funded Inspire programmes in Monmouthshire	Uncertainty over impact of Brexit on UK economy	18/19	Possible	substantial	Medium	UK Government has confirmed it will provide guarantee for existing European programmes	18/19	unlikely	Major	Low
		19/20	Possible	Substantial	Medium		19/20	unlikely	Major	Low
		20/21	Possible	Substantial	Medium		20/21	unlikely	Major	Low
The council and partners do not make sufficient progress to improve NEET reduction through partnership working	The council already has partnership arrangements with schools, Careers Wales and other partners, some of these require further development.	18/19	Possible	Substantial	Medium	To implement the NEET reduction action plan. The plan and strategy will be reviewed annually and scrutinised by CYP and Economy and Development Select Committees	18/19	Unlikely	Major	Low
		19/20	Possible	Substantial	Medium		19/20	Unlikely	Major	Low
		20/21	Possible	Substantial	Medium		20/21	Unlikely	Major	Low

Appendix 1: Early Identification Tool

Monmouthshire: Early Identification Tool

Indicators & Thresholds

Basic Indicators for **All Learners**:

% Attendance	Threshold	60% or less	60-75%	75-85%	86%-88%	89-90%	Over 90%
	Score	5	4	3	2	1	0

% Unauthorised absence	Threshold	10% or more	5-10%	1-5%	0.5-1%	Below 0.5%	0%
	Score	5	4	3	2	1	0

Exclusions	Threshold	2 or more	1	0
	Score	2	1	0

Days Excluded	Threshold	15 or more	1-14	0
	Score	2	1	0

Additional Learning Needs	Threshold	Statement	School Action/+	No ALN
	Score	2	1	0

Free School Meals	Threshold	True	False
	Score	2	0

Looked After Status	Threshold	True	False
	Score	2	0

English Additional Language	Threshold	True	False
	Score	2	0

Number of School Moves (2 yrs)	Threshold	2 or more	1	0
	Score	2	1	0

Attends alternative provision ¹	Threshold	True	False
	Score	2	0

Attainment indicators for **KS3 Pupils**:

Level in English	Threshold	2 or below	3-4	5	6-8
	Score	3	2	1	0

Level in Maths	Threshold	2 or below	3-4	5	6-8
	Score	3	2	1	0

Level in Science	Threshold	2 or below	3-4	5	6-8
	Score	3	2	1	0

Attainment indicators for **KS4 Pupils**:

Level in English, Maths, Science	Threshold	Level 1 or below	CSI	Level 2	Level 2 (Eng+Maths)
	Score	5	4	2	0

TRAFFIC LIGHT SCORING

9 or more = **Most at Risk**

5 to 8 = **Some Risk**

4 or less = **Low Risk**

¹ Only used on Individual EI Tool, not included on full year lists. 'Alternative provision' denotes attendance at Moun-ton House special school or the Pupil Referral Service

Appendix 2: Next Steps Process

Next Steps Destination Tracking

