On the 29th June a SWOT analysis was undertaken on the below areas of the Local Authority. The aim of the internal forum is to collaborate and communicate with any opportunities that may help support other areas. It was felt from the group that Alternative Provision is an area that needs exploring – and therefore for the next meeting we would like to include some AP’s so that we can discuss some of the barriers that are being faced for Young People in Hillingdon.

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| --- | --- | --- | --- |
| Name  | Department | Name  | Department |
| Debbie Scarborough | Adult Education Provision  | Nicola Kelly | Virtual Schools |
| Preeti Dhiman | NEET co-ordinator  | Jenny Chalmers | Admissions Manager |
| Sonal Sisodia | SEND Post 16 Manager | Neil Kenny | Exclusions and Re-integration  |
| Name  | Department |  |  |
| Geraldine Baker  | Learning Disabilities and Mental Health Manager | Dettie Quirke | Universal Services Young People |
| Georgia Watson Polack | Access to Education  | Caroline Ryder | SEND advisor |
| Alison Vaughan | SEND Commissioning  | Michael Pearson | Post 16 Partnerships  |
| Angela Akpata | Youth Justice |  |  |

**Strengths**

* We get a lot of people in borough and the parents get the right support.
* Adult Learning - We do a lot of English/Maths/ESOL - vocational courses - Health and Social Care/Cyber Security for 19+ funded much like the College.
* Virtual School - Careers Advice is in place for students - making carers and teachers aware.
* Working closely with Social Care and establish this which has worked very well.
* Regarding Uxbridge College, liaising with the safeguarding around placing - they have upped the safeguarding quite high and putting together Education packages and taking away barriers. UC wouldn’t consider children who have been known to have a knife.

**Weaknesses**

* There are gaps - transition into adulthood.
* YP not making informed decisions for where they want to go, experiences of school and happy to go anywhere.
* Concerned about the lack of careers advice for pupils with EHCP's and Alternative Packages - 14-16 limited and Post 16.
* Community based opportunities who are not academic.
* 6th day provision - it is really difficult when a pupil with an EHCP has been excluded to put in 6th day provision.
* By having a Post 16 SEND Manager we can have joined up work with Social Care to look at the next steps and attend Annual Reviews.
* There are not a lot of providers who offer construction at 16 due to BUILD changing their offer. Also Motor Vehicles is popular but hard to find.
* There is no network for providers to discuss issues or gaps in learning experiences/vocation.
* Support around literacy and numeracy.
* YJ have 97% in Education.
* Excluded students sitting at home just being tutored.
* Young People are open to explore all avenues - generally they don’t know what to do

**Opportunities**

* Care leavers are a better fit for the Adult Learning Centre. Most of the learners are 25-30 plus, most are parents already.
* Headteachers SEND steering group, an opportunity to work together and involved Admissions around issues with UTC’s selection process.
* School refusers that don’t want to go to school they tend to be interested in Health and Beauty/Hairdressing and mechanics.
* AP provisions involved in reviewing the AP provision
* Local Offer is being revised and transitions is going to be in the background.
* Employability and Progression - want employability - progression options.
* Co-production - restarting the co-production group - how we can get the voice of the young person.
* There is a Social Care provider who is offering Social Care aspects of meeting needs. Where a young person, who we are unable to find a provision.
* Currently been awarded a significant innovation grant in children’s social care for this age group and to support independence - a number of organisations have been enlisted to provide a range of services.
* Geraldine is organising a preparation for adulthood transition event, Social Care/Health/Living services/finances/SEND/Positive behaviour and benefits. This is being organised.
* Adult Learning work with young people who are 17 and have an EHCP - we are looking to get in earlier and do some early work.
* Can Uxbridge College put on a Work Skills Course; how to apply for jobs, 3 hours functional English and Maths.
* They are funded to do these types of interventions. Learning Support Fund and Discretionary support fund could be used
* Alternative Provision list of providers out there will be available soon.
* The exclusions team are developing resources online such as raising self-esteem/how to get along with teachers/better learners and doing a number of presentations
* Need within Hillingdon to help assist students who is at risk.
* Access to Work - Look into this. Supports adults with LD around Personal Barriers, fears going to College and Peer Mentoring Scheme.
* Post 16 has a T level student who is working on a directory of providers.

**Threats**

* The funding for DWP/ESFA/Social Care don’t all pull together. Because harsh of the harsh line on attendance. If they don’t show up they don’t get funded. This is why Young People get off rolled.
* Pupils get put off the Adult Learning Centre especially if some of the adults attending are parents already
* In March without a College place - provisions that they can access such as Skills Hub seems the only option.
* Challenge for YP who are LAC when they move to semi independent living at 16. When they decide the colleges in the Autumn term it can be difficult to engage them . When they turn 18 and live independently it is a real challenge of all the changes.
* There needs to be alternative provisions - other avenues.
* Admissions find it difficult to find a school place when someone has been excluded.
* Schools are full and it is difficult some times and it is a struggle
* Pupils under Youth Justice for minor offences are harder to engage as there is less work and face to face work than a pupil with larger offences which have had support for over a year.
* The challenges we have for serious offenders and placing them into Education. A number have EHCP's and Virtual Schools.
* Not enough AP in a school - not enough creativity/awful more can be done at Key Stage 4.
* Progress 8 Data - this meant certain subjects wouldn’t be counted in the key performance indicators (DT,PE, Dance)these don’t exist as they don’t form part of the performance indicator.
* The role of governors, if a perm ex within 15 days they have to test whether the headteacher has made the correct decision along with statutory guidance. Problem is if the Governors has a good relationship it is likely the decision gets upheld.
* Most Post 16 exclusions come from outside of authority.
* Mental Health and Qualifications are a key theme/barrier for pupils who are NEET

**Quick wins**

Alternative Provision in Hillingdon appears to be a common theme for those students that are hard to place/excluded or entering the authority as LAC. There are plans ahead to review the Alternative Provision in Hillingdon and the above information will be shared with the working groups.

There are also early discussions around the 14-19 strategy in Hillingdon and further information will be available once plans are finalised – this may go someway to support students who are at risk of NEET or need more aspirational vocational pathways. There are some concerns around procedures within schools especially when it comes to some exclusions and those that may be ‘selective’. It may be pertinent for Admissions and Exclusions and Re-integration to join the Headteachers Steering Group suggested by Caroline – to help look at these and see what support is needed. The resources that Neil has developed could also go someway to helping this particular cohort.

There are currently some NEET panels happening in the Local Authority and it was recommend that the NEET team could attend this with other members present – it may also be useful to get some IAG from either Uxbridge College or the EDT who can provide some invaluable advice to some cases that may be ‘stuck’ or ‘complex’. For those students who are 19 years old Deborah Scarborough would be a very good contact to have in these types of panel/surgeries.

Uxbridge College have communicated in the past that there are intakes in both September and January, therefore students that move into the authority that are LAC shouldn’t have too long to wait for a place. There are provisions like Burleigh College who offer all year round courses. Once our T-Level intern has finished with the directory we can share this with all – which provides detail on what provisions offer.

Gypsy Traveller

Being put into the family trade. Formal education not accepted by the government

Try to make the people, responsibilities as other citizens. There are some cultural needs which may need to pay attention to, they have certain obligations.

Promote education

Weakness point – communication between departments – SEND, admissions, participation. Termly meeting’s would be good – EHCP’s are outdated and have not

Trying to get data for the community. Some of the information about ethinicty because oepledont understand that there are other ethinicitie (Scottish) We are in the process with the DFE – trying to implement into all boroughs, at the end of the school year we will trial it

Most are leaving at secondary school level – being educated at how to become housewifes.

Trying to get schools to create a programme, promoting partnership working

Programme running from

Nails/hairdressing – some apprenticeships

Set up a multi -agency meeting for SEND