



## Notice of Non-key Executive Decision

<b>Subject Heading:</b>	To approve recommendations that will inform the strategy on Post 16 education and training offer in Havering
<b>Cabinet Member:</b>	Councillor Robert Benham, Deputy Leader of the Council, Cabinet Member for Education, Children & Families
<b>SLT Lead:</b>	Robert South, Director Children's Services
<b>Report Author and contact details:</b>	Pooneeta Mahadeo School Organisation Manager <a href="mailto:pooneeta.mahadeo@havering.gov.uk">pooneeta.mahadeo@havering.gov.uk</a> 01708 431092
<b>Policy context:</b>	<p>Local authorities must have the processes in place to deliver the 'September Guarantee' of an education or training place for all 16 and 17 year olds. The September Guarantee is a guarantee of an offer, made by the end of September, of an appropriate place in post-16 education or training for every young person completing compulsory education.</p> <p>Havering Council is ultimately responsible for ensuring that all young people in the borough participate in education or training and provide the support young people need to overcome any barriers to learning.</p>
<b>Financial summary:</b>	Colleges, providers, schools and academies receive annual funding allocations from the Education and

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	Skills Funding Agency (ESFA) for provision of 16 to 19 education. The revenue costs for learners with additional needs will be met from the Dedicated Schools Grant.
<b>Relevant OSC:</b>	Children and Learning
<b>Is this decision exempt from being called-in?</b>	No

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**The subject matter of this report deals with the following Council Objectives**

Communities making Havering	<input checked="" type="checkbox"/>
Places making Havering	<input type="checkbox"/>
Opportunities making Havering	<input type="checkbox"/>
Connections making Havering	<input type="checkbox"/>

***Place an X in the [] as appropriate***

## Part A – Report seeking decision

### **DETAIL OF THE DECISION REQUESTED AND RECOMMENDED ACTION**

In collaboration with all post 16 providers and stakeholders:

- Decide whether there is a need for more school sixth forms in areas where there are no secondary school sixth forms- groups of schools may decide to collaborate and consolidate their sixth forms through a multi academy trust. Two of the multi academy trusts in Havering namely Empower Learning Academy Trust and SFAET (Success For All Educational Trust) each has three secondary schools within the Trust and none of the secondary schools has a sixth form.
- Map the Post 16 Curriculum offer- mapping of post 16 provision needs to be implemented (and findings shared) in order to provide a borough wide perspective on opportunities for young people (mapping should include current thinking on future plans for post-16 provision and strengths/weaknesses of the existing offer). Mapping should be initiated as part of the review process but be delivered in collaboration with providers. Mapping of provision should be assessed to establish how effectively it meets the needs of the local economy and should help to design a co-ordinated and collaborative curriculum offer that aligns with major local developments and employer skills needs and provides young people with clear pathways into positive and sustainable employment outcomes. There is a critical need for a more strategic and co-ordinated approach to provision planning in partnership with employers to provide clear and supported pathways for young people into a range of job roles with good progression opportunities.
- Review the Post 16 SEN provision to ensure there is a tailored offer, outstanding support and successful outcomes for all young people at risk of disengaging, including those with additional learning needs, those with an EHCP and young people in Care/ Care Leavers between ages 16-25 and beyond – including supported internships and re-engagement, in-year, rolling provision.
- Address the KS4-KS5 transition process - Young people have said that post 16 options are presented to them too late with very little time to make informed decisions. Provide accessible information for parents about post 16 opportunities and options from year 7 onwards.

### **AUTHORITY UNDER WHICH DECISION IS MADE**

Part 3, section 3.4., paragraph (a) of the Constitution gives the Assistant Director for Education services the power to take any steps necessary for proper management and administration for their allocated portfolios

**STATEMENT OF THE REASONS FOR THE DECISION**

1. Cabinet approved the draft Commissioning Plan for Education Provision (CPEP) in Havering 2019-2023 at its meeting on 25 July 2018 and recommended that it should be circulated for wider consultation.
2. A consultation on the draft CPEP was undertaken from 10 September to 5 November 2018.
3. Whilst a majority of responses received during the consultation agreed with the future priorities over the plan period however, ‘a broader choice of post 16 provision which includes more sixth form places in secondary schools’ was highlighted by a majority of stakeholders as one of the actions to be considered when commissioning post 16 education in in the borough. Many respondents felt that the existing post 16 school sixth form/college options do not provide enough curriculum options, they also requested the establishment of additional sixth form places in secondary schools to meet parental demand and create diversity of choice.
4. The Cabinet Member for Education, Children and families approved the final CPEP plan in March 2019 on the basis that a needs analysis and assessment must be carried out on the borough’s post 16 offer to address the key issues highlighted during the consultation and bring forward recommendations arising from this for further development.
5. A survey reviewing Havering’s post 16 education provision offer was undertaken over an eight week period between 1 October and 30 November 2019.

6. Findings

The Post 16 survey report is attached as Appendix 1.

7. The key findings of the survey were:

I. Sufficiency

- 58% of the respondents indicated that their child’s secondary school did not have a sixth form provision.
- 46% of the respondents overall supported the view that there isn’t enough Post 16 places with a majority of respondents who reside in Collier Row, Hornchurch, Romford and Upminster informing that are limited number of post 16 places in their area.
- The most preferable option for respondents with regards to post 16 setting will be for their children to attend a secondary school setting with a sixth form provision. This was supported by 52% responding that Havering needs more sixth form provision within its secondary schools.
- The survey respondents said there weren’t enough post 16 places and that more school sixth form places were required as stated above. However as at the January 2020 school census, there were 1513 Havering and non-Havering resident students on roll in years 12 and 13 at Havering school sixth forms. This

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number is significantly less than the 1840 places currently available in Havering school sixth forms.

- This shows that we currently have unfilled places in our school sixth forms which indicates that there is no issue around sufficiency or lack of school sixth form places in Havering.
- We recognise that there are Havering residents who attend out of borough post 16 places but the data also highlights that for Havering residents attending an out of borough school sixth form; this may be a matter of choice driven by different factors, and less about lack of available places in Havering.
- It therefore, suggests that further investigation will be needed to ascertain why Havering families think that more school sixth form places are required given that there are still unfilled sixth form places.

### II. Diversity

- Respondents were of the view that the post 16 choice on offer is not diverse enough with 51% of the respondents indicating this.
- Of the 18 secondary schools in Havering, 6 have a sixth form provision. Of these, only 2 are co-educational, with no religious character. 1 is single sex with a faith denomination, 1 is a single sex school and 2 are co-educational with a faith denomination.
- Data also indicates that in some areas, especially where there is no school sixth form, there is a significant number of Havering residents attending either an out of borough school sixth form or a sixth Form College.
- Although, it should also be recognised that there is no requirement that all schools must provide a post 16 provision. However, further assessment may be needed to ascertain specific factors that could improve the diversity of the sixth form provision on offer to enable further increase in the number of resident pupils securing a sixth form provision within Havering especially in areas where there are no school sixth form.

### III Destination Type

- 50% of all respondents in the survey said that they will consider a secondary school with a sixth form as one of their priorities when applying for a year 7 place for their children.
- Data for those Havering residents who attended year 11 in a Havering school before going on to in full time post 16 education, shows that despite the fluctuation in numbers, overall in the last three years, more pupils did attend a school with a sixth form as opposed to a sixth form college.
- It is also worth noting as well that there is a significant number who go on to attend a further education college but this may suggest that these pupils are unable to secure a place to study A' levels at a school sixth form: either because they are unable to meet the entry requirements or due to lack available places for their chosen course either at a school sixth form or sixth form college.

### IV Post 16 options

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- Academic study (A Levels) remains the most respondents' aspiration for their children's post 16 options in comparison to applied learning, apprenticeship or technical qualifications, with about 53% stating that that the borough needs more of A' levels courses.
- 73% of the 317 surveyed respondents' aspiration are for their children to pursue an academic pathway at post 16.
- The data examining the course of study for each of the student against their post 16 destination type over the three year period 2017-2019 shows that the vast majority of those who go on to study at a school sixth form tend to study A' level courses, pursuing a traditional academic pathway.

### V Choice of Post 16 setting

- 50% of those who responded to the survey will consider a school with a sixth form as one of their priorities, when applying for a Year 7 place for their children.
- Data analysed on school sixth form provision for pupils going on to a school sixth form versus those going on to a school without sixth form; those Year 11 pupils who attended a school with a school sixth form are more likely to go on to attend a school sixth form.
- Considering that only six (6) of the eighteen(18) secondary schools in Havering have a sixth form, most who go on to attend a sixth form school had a sixth form provision in their secondary school and the majority of pupils stay on after year 11 at their existing school's sixth form.

### VI Out of Borough Post 16 provision

- 57% of surveyed respondents stated that they would prefer their child to stay within a Havering post 16 setting as opposed to 41% who would consider a post 16 setting outside Havering.
- The post 16 destination data shows that over a five-year period, in total an average of 22% of learners took up a post 16 place outside a Havering provision.

### VII SEND Post 16 provision

10% of respondents stated that a SEND Post 16 provision is needed more than any other type of provision in the borough, with a majority highlighting that there should also be support for existing SEND sixth form schools to develop more learning and training opportunities for children with SEND.

## **OTHER OPTIONS CONSIDERED AND REJECTED**

Do nothing – this is not an option as local authorities are responsible:

- To secure sufficient suitable education and training provision for all young people in their area who are over compulsory school age but under 19 or aged 19 to 25 and for whom an Education, Health and Care (EHC) plan is maintained. This is a duty under the Education Act 1996. To fulfil this, local authorities need to have a strategic overview of the provision available in their area and to identify

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and resolve gaps in provision.

- To make available to all young people aged 13-19 and to those between 20 and 25 with special educational needs and disabilities (SEND), support that will encourage, enable or assist them to participate in education or training under Section 68 of ESA 2008.

**PRE-DECISION CONSULTATION**

A survey reviewing Havering's post 16 education provision offer was undertaken over an eight week period between 1 October and 30 November 2019.

The survey received 428 responses from a combination of parents, sixth form school teachers, college lecturers and students/learners currently accessing post 16 education in Havering.

A detailed report of the survey is attached as Appendix 1

**NAME AND JOB TITLE OF STAFF MEMBER ADVISING THE DECISION-MAKER**

Name: Pooneeta Mahadeo

Designation: School Organisation Manager

Signature:



Date: 13/10/2020



## Part B - Assessment of implications and risks

### LEGAL IMPLICATIONS AND RISKS

As all the secondary schools in Havering are academies, proposals to add sixth-form provision will require a full business case for submission to the DfE / Regional Schools Commissioner (RSC): and should normally only be put forward for existing academies rated as 'good' or 'outstanding'.

Applications for the addition of a sixth-form will be assessed against the following quality criteria when being considered by the RSC:

- Size, an expectation of around 200 students or more, either in the institution or through partnership;
- Breadth, an expectation that a student should be able to choose from a minimum of 15 A levels subjects, either in the institution or through partnership;
- Demand, including any shortage of post 16 places, and assessment of the quality of level 3 provision overall in the area and the impact of the new provision on other providers;
- Financial viability and value for money, including testing financial resilience Should student numbers fall and considering the degree, and impact on 11-16 education, of cross-subsidisation of funding from the school's other budgets. Class sizes should be no less than 15 pupils per subject.

An Academy can set up a sixth form purely for the benefit of its own pupils but should it want to open up the sixth form to external applicants then it may need to make an application to the DfE to alter its admission criteria, preferably at the same time as submitting its business case.

### FINANCIAL IMPLICATIONS AND RISKS

Colleges, providers, schools and academies receive annual funding allocations from the Education and Skills Funding Agency (ESFA) for provision of 16 to 19 education.

The Secretary of State retains responsibility for decisions to make significant changes to academies. If an academy wishes to extend its age range to add a sixth-form it should submit a business case and apply for Capital funding through the ESFA.

#### **Revenue Implications for sixth form provisions:**

Sixth form provisions are funded based on the post-16 national funding formula (element one).

For financial year 2021/22, the DfE have advised a national average amount of £5,200 for element one, comprising the £4,188 base rate and additional funding allocated through the post-16 funding formula (such as through the disadvantage factor).

Learners with additional needs attract further support of £6,000 per high needs place (element two).

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These costs are funded direct by the ESFA to the mainstream school from the ESFA post-16 budget and this is deducted from the Local Authority's Dedicated School Grant High Needs Block.

Where the total cost of additional support in a provision exceeds the total element one and element two funding received, the Local Authority may support the additional cost. This will be funded from the Local Authority's Dedicated School Grant High Needs Block.

There are no financial implications to the General Fund budget of Havering.

### **HUMAN RESOURCES IMPLICATIONS AND RISKS (AND ACCOMMODATION IMPLICATIONS WHERE RELEVANT)**

The human resources implications for the schools/ post 16 providers will be managed by the schools/ providers themselves.

### **EQUALITIES AND SOCIAL INCLUSION IMPLICATIONS AND RISKS**

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- (i) the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) the need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

An Equality and Health Impact Assessment (EqHIA) has been carried out and is included as Appendix 2.

The overall conclusion of this assessment is that the implications are either positive or neutral in that the recommendations put forward in this report will enhance and improve the Post 16 education and training offer in Havering.

### **BACKGROUND PAPERS**

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**Appendix 1 – Post 16 survey report**  
**Appendix 2 – EqHIA**

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**Part C – Record of decision**

I have made this executive decision in accordance with authority delegated to me by the Leader of the Council and in compliance with the requirements of the Constitution.

**Decision**

Proposal agreed

**Details of decision maker**

Signed 

Name: Trevor Cook

Cabinet Portfolio held:

CMT Member title:

Head of Service title Assistant Director Education

Other manager title:

Date: 19/10/20

**Lodging this notice**

The signed decision notice must be delivered to the proper officer, Debra Marlow, Principal Democratic Services Officer in Democratic Services, in the Town Hall.

**For use by Committee Administration**

This notice was lodged with me on \_\_\_\_\_

Signed \_\_\_\_\_