

Public Document Pack



**Service Director – Legal, Governance and
Commissioning**

Julie Muscroft

The Democracy Service

Civic Centre 3

High Street

Huddersfield

HD1 2TG

Tel: 01484 221000

Please ask for: Andrea Woodside

Email: andrea.woodside@kirklees.gov.uk

Monday 8 April 2019

Notice of Meeting

Dear Member

Cabinet

The **Cabinet** will meet in the **Council Chamber - Town Hall, Huddersfield** at **4.00 pm** on **Tuesday 16 April 2019**.

This meeting will be live webcast. To access the webcast please go to the Council's website at the time of the meeting and follow the instructions on the page.

The items which will be discussed are described in the agenda and there are reports attached which give more details.

A handwritten signature in black ink, appearing to read "Julie Muscroft".

Julie Muscroft

Service Director – Legal, Governance and Commissioning

Kirklees Council advocates openness and transparency as part of its democratic processes. Anyone wishing to record (film or audio) the public parts of the meeting should inform the Chair/Clerk of their intentions prior to the meeting.

The Cabinet members are:-

Member

Councillor Shabir Pandor
Councillor David Sheard

Councillor Masood Ahmed
Councillor Viv Kendrick

Councillor Musarrat Khan
Councillor Naheed Mather
Councillor Peter McBride
Councillor Cathy Scott
Councillor Graham Turner

Responsible For:

Leader of the Council
Deputy Leader of the Council and holder of the
Deputy Leaders Cabinet Portfolio
Cabinet Member - Learning and Aspiration
Cabinet Member - Children (Statutory
responsibility for Children)
Cabinet Member - Health and Social Care
Cabinet Member - Communities and Environment
Cabinet Member - Economy
Cabinet Member - Housing and Democracy
Cabinet Member - Corporate

Agenda

Reports or Explanatory Notes Attached

Pages

1: Membership of the Committee

To receive apologies for absence of Members who are unable to attend this meeting.

2: Minutes of previous meeting

1 - 12

To approve the Minutes of the meeting of Cabinet held on 19 March 2019.

3: Interests

13 - 14

The Councillors will be asked to say if there are any items on the Agenda in which they have disclosable pecuniary interests, which would prevent them from participating in any discussion of the items or participating in any vote upon the items, or any other interests.

4: Admission of the Public

Most debates take place in public. This only changes when there is a need to consider certain issues, for instance, commercially sensitive information or details concerning an individual. You will be told at this point whether there are any items on the Agenda which are to be discussed in private.

5: Deputations/Petitions

The Cabinet will receive any petitions and hear any deputations from members of the public. A deputation is where up to five people can attend the meeting and make a presentation on some particular issue of concern. A member of the public can also hand in a petition at the meeting but that petition should relate to something on which the body has powers and responsibilities.

In accordance with Council Procedure Rule 10 (2), Members of the Public should provide at least 24 hours' notice of presenting a deputation.

6: Member Question Time

To consider questions from Councillors.

7: Development Management Compliance Strategy

15 - 22

To report the creation of a Strategy for the effective and efficient use of planning enforcement priorities and actions to match the expected uplift in development activity resulting from the Local Plan

Ward: All

Portfolio: Economy and Communities and Environment

Contact: Mathias Franklin, Development Management Group Leader, Tel: 01484 221000

8: Investment in the facilities at Dewsbury Sports Centre

23 - 28

To seek permission for the refurbishment of the wet side changing village at Dewsbury Sports Centre before the closure of Spensborough Pool

Ward(s): Dewsbury East

Portfolio: Corporate

Contact: Jonathan Quarmby - Corporate Facilities Manager and David Martin - Head of Service for Corporate Landlord and Capital Economy and Skills Service Tel: 01484 221000

9: Corporate Parenting Strategy 2019-2021

29 - 60

Corporate Parenting Strategy 2019-21

A report to present to Cabinet the Corporate Parenting Strategy 2019-21; and to ask that Cabinet approve the Strategy operating from the date of Cabinet approval to the end of 2021 calendar year

Ward: All

Portfolio: Children's

Contact: Steve Comb, Head of Corporate Parenting and Stephen Bonnell, Policy and Partnership Officer Tel: 01484 221000

10: Kirklees Annual Post 16 Educational Outcomes Report 2017-18

61 - 98

The Kirklees Annual Post-16 Education and Training Outcomes Report 2017-18 provides the evidence base for the post 16 element of the draft learning strategy currently under development and the response to the West Yorkshire Combined Authority Skills Commission

Ward: All

Portfolio: Children's and Learning and Aspiration

Contact: Martin Green, Head of Localities Offer and Phil Mark, Post 16 Strategic Lead Tel: 01484 221000

This page is intentionally left blank

Contact Officer: Andrea Woodside

KIRKLEES COUNCIL

CABINET

Tuesday 19th March 2019

Present: Councillor Shabir Pandor (Chair)
Councillor Masood Ahmed
Councillor Viv Kendrick
Councillor Peter McBride
Councillor Cathy Scott
Councillor Graham Turner

Observers: Councillor Karen Allison
Councillor Donna Bellamy
Councillor Martyn Bolt
Councillor Cahal Burke
Councillor Andrew Cooper
Councillor John Lawson
Councillor Bernard McGuin
Councillor Alison Munro
Councillor Mohan Sokhal
Councillor Kath Taylor
Councillor Rob Walker
Councillor John Taylor

Apologies: Councillor David Sheard
Councillor Musarrat Khan
Councillor Naheed Mather

201 Membership of the Committee

Apologies for absence were received on behalf of Councillors Khan, Mather and Sheard.

202 Minutes of previous meeting

RESOLVED - That the Minutes of the Meeting held on 19 February 2019 be approved as a correct record.

203 Interests

No interests were declared.

204 Admission of the Public

It was noted that Agenda Item 25 would be considered in private session (Minute No. 225 refers).

205 Deputations/Petitions

Deputations were received at Agenda Item 20 (Minute No. 220 refers).

206 Public Question Time

No questions were asked.

207 Member Question Time

Councillor Bolt asked a question regarding the outcomes of a recent visit of the Leader of the Council to the 2019 MIPIM Conference and also as to how the Leader sought to ensure that travel to the conference was carbon neutral, pursuant to the Motion of Council on 16 January 2019.

A response was provided by the Leader of the Council.

208 Discretionary Retail Discount Scheme 2019/20 & 2020/21

(Under the provision of Council Procedure Rule 36(1) Cabinet received a representation from Councillor Lawson).

Cabinet gave consideration to a report which sought to confirm criteria for a Discretionary Retail Discount Scheme for 2019/20 and 2020/21. The report set out proposals for how the scheme would operate within Kirklees for businesses with a rateable value of less than £51k.

The report advised that it was necessary to determine a qualifying criteria that would be applied, having regard to Government guidance, and that the scheme would award relief of up to one third of a qualifying ratepayer's net rates bill.

Cabinet noted that the scheme was aimed at occupied properties and a proposed schedule of properties which may qualify was listed at Appendices 1 and 2 of the considered report. Appendix 3 set out detail of Government prescribed non-qualifying uses.

RESOLVED -

- 1) That approval be given to the implementation of the Discretionary Retail Discount Scheme in 2019/20 and 2020/21, as detailed within the considered report.
- 2) That approval be given to the property categories as listed in Appendix 2 of the report and that authority be delegated to officers to undertake the administration of the scheme, and related processes, including the determination of any other broadly similar property types.

209 Revised Fees and Charges for Economy and Infrastructure Services

(Under the provision of Council Procedure Rule 36(1) Cabinet received a representation from Councillor Lawson).

Cabinet received a report which set out proposals of revised fees and charges for services within the Economy and Infrastructure Directorate, to take effect from 1 April 2019.

An appendix to the report summarised the revised fees and charges, which could be categorised as (i) introduction of a new charge (ii) increase exceeds the Consumer Price Index (iii) adoption of a revised charging model or (iv) repackaging a service

offer. The report also explained, pursuant to the approval of the 'Events Policy and Associated Charging Framework' at Cabinet on 16 October 2018, the revised daily hire charges for Town Hall Outdoor Spaces and differential hire rates.

The report was submitted to Cabinet in accordance with Financial Procedure Rules as the proposed changes were not within delegated authority.

RESOLVED - That approval be given to the implementation of new fees and charges with effect from 1 April 2019.

210 Dewsbury Riverside Masterplan and Masterplan Framework

(Under the provision of Council Procedure Rule 36(1) Cabinet received representations from Councillors Bolt and Lawson).

Cabinet received a report which (i) sought the endorsement of the Masterplan and Masterplan Framework for the development of the Local Plan housing allocation at Dewsbury Riverside and (ii) sought authority for the Council to enter into an agreement with the Combined Authority to accept a Local Growth Fund grant to facilitate infrastructure delivery at Dewsbury Riverside.

The report advised that the Masterplan and Framework had been developed in accordance with Local Plan Policies to ensure a planning policy compliant approach which would inform and guide planning applications as the site is delivered, and that a delivery framework was being developed in conjunction with the site promoter and development partners.

Cabinet noted that the vision for Dewsbury Riverside was to create a sustainable urban extension that would deliver social, environmental and economic benefits, provide a mix of high quality homes of different tenures and community infrastructure to create a sustainable, vibrant mixed community.

RESOLVED -

- 1) That approval be given to the Dewsbury Riverside Masterplan and Masterplan Framework in order to ensure that Dewsbury Riverside is developed in a sustainable manner, enhancing the North Kirklees area.
- 2) That it be noted that two current grant bid submissions (£4.6m Local Growth Fund and £22.5m Housing Infrastructure Fund) will support the delivery of the vision set out within the Masterplan and Masterplan Framework.
- 3) That it be noted that, in accordance with Financial Procedure Rules, the Chief Finance Officer, in consultation with the Service Director – Legal, Governance and Commissioning, and the relevant Strategic Director, is authorised to approve the acceptance of any subsequent Grant Agreement for the two bids, if successful.
- 4) That authority be delegated to the Service Director – Legal Governance and Commissioning, to enter into and execute any Grant Agreement with the Combined Authority for the Local Growth Fund Grant, and also to enter into and execute any ancillary documents relating to the Grant Agreement.
- 5) That it be noted that (2) above will ensure that funding can be obtained in order to deliver the vision set out within the Masterplan and Masterplan Framework.

211 2018/19 and 2019/20 Council Capital Plan - proposed allocation of 2019/20 Capital funding from the Directorate for Children's Learning & Early Support baseline section of the Capital Plan along with details of proposed amendments to the 2018/19 approved programme of works

Cabinet gave consideration to a report which set out proposed projects, to be funded from the 2019/20 Learning and Early Support Capital Maintenance baseline section of the Capital Plan, and presented an update on the delivery of the 2018/2019 Capital Maintenance Programme, as approved by Cabinet in April 2018.

Appendix A to the considered report contained a business case outlining the process for identifying the condition of individual schools, explaining how the backlog of repairs was prioritised across all schools and how the 2019/20 schools' condition programme would be procured and implemented. Appendix B set out a prioritised list of urgent condition works required to be undertaken in schools during the 2019/20 financial year, and Appendix C detailed amendments and variations to the original programme approved by Cabinet in April 2018.

The report advised that, subject to approval, the 2019/20 Capital Plan would be updated and that projects would be developed and implemented. Cabinet noted that approximately 92% of the projects within the 2018/19 plan had been delivered, and that the remaining 8% were scheduled to be delivered or contractually committed before the end of the financial year.

RESOLVED -

- 1) That approval be given to the business case, as attached at Appendix A to the considered report, which outlines the rationale for the schools' condition programme, the availability of funding, the selection process and the main categories of work, thereby enabling the projects concerned to be designed, procured and implemented.
- 2) That approval be given to the detailed list of proposed works in schools, as attached at Appendix B of the considered report.
- 3) That the delegated authority, as set out at paragraphs 2.16 and 2.17 of the considered report be approved.
- 4) That the revised amendments and allocations to the 2018/2019 Schools Capital Maintenance programme applied under delegated authority, as detailed in Appendix C to the considered report, be noted.

212 2018/19 and 2019/20 Corporate Landlord Asset Investment Capital Plan - Amendments to the detail of the approved 2018/19 Corporate Landlord programme and proposed allocation of 2019/20 capital funding

(Under the provision of Council Procedure Rule 36(1) Cabinet received representations from Councillors Lawson and J Taylor).

Cabinet gave consideration to a report which identified projects to be funded from the 2019/20 Corporate Landlord Asset Investment baseline section of the Capital Plan, and set out an update on the delivery of the 2018/19 Corporate Landlord Asset Investment Programme.

Cabinet - 19 March 2019

Cabinet were asked to give approval to a schedule of projects, as detailed in Appendix A of the considered report. Appendix B listed the projects which had been either changed, added to or deleted from the 2018/29 work programme.

The report also referenced the major refurbishment works proposed at Cliffe House, at an allocated cost of £600k. Cabinet were advised that, due to the extent of the works, it was requested that £250k be funded from the 2020/21 Investment Programme, and a business case for this proposal was set out at Appendix C to the report.

RESOLVED -

- 1) That the amendments to the detail of the approved 2018/2019 Corporate landlord Asset Investment Capital Plan, as detailed in Appendix B of the considered report, be noted.
- 2) That approval be given to the programme of work for 2019/2020, as detailed in Appendix A of the considered report, which will require capital investment of £2.5m.
- 3) That it be noted that the first £250k of the 2020/2021 Asset Investment Capital Plan baseline will be contractually committed to the Cliffe House Project.
- 4) That approval be given to the delegated powers as outlined with the considered report (paragraphs 2.11 to 2.13 refer).

213 Implications of the establishment of new schools and discontinuation of schools for land and premises - an extension of delegation to senior officers to action the property transactions

Cabinet gave consideration to a report which sought the delegation of authority in respect of the property implications when schools are discontinued and a new school is established.

The report advised that, currently, when a maintained school is discontinued and a new school is established, a Cabinet decision is required to authorise the disposal of land and buildings within the Council's ownership. It stated that, as the means of disposal is prescribed by legislation, it would be pertinent to delegate authority to the relevant Service Director/s to enable processes to proceed in order to give effect to the statutory vesting, which would improve efficiency within the process.

RESOLVED - That authority be delegated to the Service Director – Economy and Skills and the Service Director – Legal, Governance and Commissioning, to deal with the disposal of Council assets as a result of school discontinuations and establishment of new schools and, where necessary, negotiate the terms of any proprietary interest or grant or any other lease or ancillary document.

214 Highways Capital Plan 2019/20

(Under the provision of Council Procedure Rule 36(1) Cabinet received a representation from Councillor Bolt).

Cabinet received a report which set out the Highways Capital Plan 2019/20. Appendix 1 to the considered report added individual scheme detail to the approved high level programme for 2019/20 and 2020/21.

It was noted that Integrated Transport grant allocation had not yet been confirmed, but was estimated to be £500k. The report advised that, in addition to the works within the Capital Plan, there were also a number of major transport improvement schemes being developed for implementation in future years as part of a £1bn West Yorkshire Transport Plus Fund.

RESOLVED - That approval be given to the detailed Capital Plan 2019/2020 in the sum of £13,568k, as detailed within Appendix 1 of the considered report.

215 Special Educational Needs and Disabilities - The Parent's Perspective
(Under the provision of Council Procedure Rule 36(1) Cabinet received a representation from Councillor Burke).

Cabinet received a report which set out the findings of the Children's Scrutiny Panel investigation into how the Special Educational Needs and Disability Assessment Team interacts and works with parents and carers. Cabinet were advised that the Panel had met with parents involved within the process to gain feedback and views on service provision and had formulated an action plan. The action plan, which was appended to the report set out a number of recommendations, and detailed the response of the Cabinet Members to the recommendations, along with the estimated timescale for implementation.

The recommendations with the report related to matters concerning (i) service standards (ii) effective participation (iii) parenting courses and (iv) timescales and content.

It was noted that the Scrutiny Panel would receive regular progress updates to monitor the implementation of the recommendations.

RESOLVED - That the findings of the Children's Scrutiny Panel 'Special Educational Needs and Disabilities – The Parent's Perspective' be received and noted, and that approval be given to the responses to the Panel's recommendations, as detailed within the considered report.

216 Quarter (3) Corporate Performance Report

Cabinet received a report which set out an overview of the Council's corporate performance at the end of Quarter 3, 2018/2019. The report listed key highlights from the quarter, which included; (i) the sign off of the Community Investment Fund (ii) the highest delivery figure of new housing completions in 2017/18 compared to the previous five year period (iii) two successful bids to the European Social Fund to deliver 'Works Better 1525' schemes and (iv) securing £180k from the Home Office for preventative work in relation to reducing gang violence.

The report also set out details of key activities in the quarter, and the progress that had been made since Quarter 2 reporting.

RESOLVED - That the Corporate Performance Report Quarter (3) 2018/2019 be received and noted.

217

Corporate Financial Monitoring Report Quarter 3 2018-19

(Under the provision of Council Procedure Rule 36(1) Cabinet received a representation from Councillor Lawson).

Cabinet received the Corporate Financial Monitoring Report, Quarter 3, 2018/2019. The report advised of a forecast overspend of £1.1m against the £291.1m revised budget at Quarter 3, equivalent to a 0.4% variance, and that good progress was being made with a forecast headline delivery of £12.4m against £16.2m planned savings, equivalent to 77% forecast delivery. The report stated that the balance of undelivered savings of £3.8m included continued pressures on school transport, volume pressures on external residential placements and other volume led placements within Children's Services.

Appendix 2 to the considered report set out the Council reserves strategy and approach and it was reported that general fund reserves and balances were forecast to increase through 2018-2019 by £2.9m from £88.8m at the start of the year to £91.7m at 31 March 2019, including the additional £4.4m in-year MRP overpayment unwind transfer to financial resilience reserves.

Further appendices to the report set out (i) the forecast general fund revenue outturn position (2018/2019) by service area (ii) a summary of the forecast HRA financial position including HRA movements in HRA reserves in-year (iii) highlights of the more significant general fund and HRA forecast variances across service areas and (iv) the forecast capital outturn position in 2018-2019 by outcome area, and the reasons for the more significant forecast capital variances across strategic priority and baseline capital schemes.

RESOLVED -

- 1) That the Quarter 3 forecast £1.1m revenue monitoring overspend be noted.
- 2) That the expectation that Strategic Directors work to identify opportunities for spending plans to be collectively brought back in line with the Council's overall budget by year end be noted.
- 3) That the additional in-year funding allocations for High Needs and Levy rebate announced as part of the 2019-2020 Finance Settlement and the Brexit funding allocation be noted.
- 4) That the forecast planned use of general fund earmarked reserves in-year, and the forecast year end position at £91.7m be noted.
- 5) That the anticipated overall forecast year end surplus of £5.8m on the Collection Fund be noted.
- 6) That the Quarter 3 forecast HRA surplus at £1.3m and forecast reserves position at year end of £54.1m be noted.
- 7) That the Quarter 3 forecast capital monitoring position, net of budgeted slippage, on line with budget, be noted.
- 8) That approval be given to the virement of £800k uncommitted capital budget from Risks and Pressures to support the Pioneer House Scheme.
- 9) That approval be given to the £500k commitment from the existing Town Centre Action Plan budget to contribute to the Pioneer House project.

Cabinet - 19 March 2019

- 10) That the proposed drawdown from the Strategic Investment Support reserve, for the proposed waste management revenue developments, be noted.
- 11) That approval be given to the garden waste containers and vehicles scheme (£1m) from the 2019-2020 Council approved capital plan, to enable early rollout from April 2019.
- 12) That the request for works to facilitate the relocation of Almondbury Library be approved.

218 Playable Spaces Strategy and Operational Plan

(Under the provision of Council Procedure Rule 36(1) Cabinet received representations from Councillors Bolt, Lawson and Walker).

Cabinet gave consideration to a report which sought approval of a revised Playable Spaces Strategy and the implementation of the operational plan. The report advised that, in 2017, a draft Play Strategy for Kirklees which outlined proposals to review the delivery of play infrastructure was produced, along with proposals for engagement and research to deliver the vision and produce an operational plan.

The report presented the evidence which had been gathered and a refined Strategy, setting out a new framework for play across the district and outlining the work required to achieve a place based working approach. It advised that the Playable Spaces Strategy, which was attached as an appendix to the considered report, would be a mechanism to enable a focussed intervention, helping to improve the health and well-being of Kirklees citizens.

Cabinet noted the recommendations of the strategy as listed within the report, which were that the Council implements (i) a new classification of existing play areas which could be used to ensure a more diverse play offer across the district comprising a network of destination parks, community play areas and doorstep playable spaces (ii) a play standard to guide all future play area developments and planning decision making (iii) a three year improvement programme in the play area network to enable the rationalisation of network play areas and the redevelopment of sites into high quality equipped play areas and playable spaces (iv) an engagement programme to be delivered in conjunction with site developments at a sub-set of sites, to embed positive use of whole sites and foster community ownership and (v) a revised framework for ongoing risk management and maintenance which is fully compliant and will ensure that the new network of high quality play areas is maintained well into the future.

The report advised that the recommendation of the Operational Plan was that a total investment of £9,565k was made, and would be implemented over a three year period (2019-2022) which would enable the delivery of the Playable Spaces Strategy in full and would allow a minimum of 90% of residents access to at least one high quality equipped play area, within 720m of their home.

RESOLVED - That approval be given to the adoption of the Playable Spaces Strategy and Operational Plan.

219 Draft Kirklees Preventing Homelessness and Rough Sleeping Strategy 2018 - 2023

Cabinet - 19 March 2019

(Under the provision of Council Procedure Rule 36(1) Cabinet received representations from Councillors Bolt and Cooper).

Cabinet gave consideration to the Kirklees Preventing Homelessness and Rough Sleeping Strategy 2018-2023. The strategy, which was attached as an appendix to the considered report, set out the principles for how change would be achieved, including working with partners and a continued focus on prevention, and how the strategy's action plan would be progressed and reviewed.

The report explained that the strategy provided an overview of housing and homelessness at a national, regional and local level, and described relevant legislative and policy development, and local level data, to inform the evidence base to the strategic intention, along with identifying challenges and issues. Cabinet noted that the strategy built upon and directly linked to the Kirklees Housing Strategy 2018-2023.

RESOLVED - That the draft Preventing Homelessness and Rough Sleeping Strategy 2018-2023 be endorsed and referred to the meeting of Council on 20 March 2019 with a recommendation of approval.

220 **Future options for Almondbury Community School**

(Deputations were received in respect of this item from Peter Rock (Chair of Governors Netherhall Learning Campus), Patricia Jennings, Paula Bairstow, and Tejinder Ajiz. Under the provision of Council Procedure Rule 36(1) Cabinet received representations from Councillors Bolt, Cooper, McGuin, Munro and J Taylor).

Cabinet received a report which sought approval to undertake a non-statutory consultation regarding future options for Almondbury Community School. The report set out proposals for securing quality school provision for children aged from 3 to 16 years in Almondbury and the surrounding Huddersfield South East area, taking into account the current and projected need for places across all age groups.

The report presented to Cabinet set out information in relation to the sufficiency of school places in the area, and proposed that a consultation be held on proposals to (i) remove the secondary phase of Almondbury Community School, over a period of time to be determined (ii) explore the possibility of increasing the number of places at King James's School, and make adjustments to catchment areas and (iii) to gradually reduce the number of primary places (up to and including Year 6) at Almondbury Community School by admitting 30 reception age children annually from September 2020 onwards.

Cabinet noted the background to the proposals, as detailed within the report, and the current pattern of both primary and secondary provision within the area. The report advised that, subject to approval, the non-statutory consultation and engagement process would take place during March and April 2019 and a report regarding the outcome of the consultation would be submitted to Cabinet in May 2019.

RESOLVED -

Cabinet - 19 March 2019

- 1) That Officers be authorised to develop plans for consultation to retain Almondbury Community School with the removal of the secondary phase (Key Stages 3 and 4), consolidate the school as a 210 place primary provision (with nursery) in the Key Stage 1 building at Fernside Avenue and seek an Academy Sponsor, in partnership with and approved by the RSC, in order to retain necessary Key Stage 1 and 2 places for Almondbury and the wider Huddersfield South East area.
- 2) That authority be delegated to the Director for Children's Services, in consultation with Cabinet Portfolio Holders, to (i) develop consultation materials on the basis of the proposals and (ii) organise and carry out a non-statutory consultation about the proposals.
- 3) That Officers be authorised to work with neighbouring schools (King James's School and Newsome High School) to explore their willingness for the realignment of the existing Almondbury Community School secondary Priority Admission Area in order that future children have priority for their secondary education in one of the neighbouring secondary schools.
- 4) That Officers be authorised to work with King James's Academy Trust to assess the level of capital investment that would be required to enable King James's School to create 30 additional planned places from September 2020.
- 5) That Officers be authorised to assess the level of investment that would be required to enable the existing Key Stage 1 building of Almondbury Community School on Fernside Avenue to be utilised by the revised age range.
- 6) That the outcomes of the non-statutory consultation be submitted to Cabinet for further consideration of next steps.
- 7) That it be noted that the school is a PFI school and to request that Officers provide a future report on the impact of changes upon the future use of the site and options for the use of the site/buildings.

221

Place Based Public Realm Improvement Schemes Budget Allocation

(Under the provision of Council Procedure Rule 36(1) Cabinet received representations from Councillors Bellamy, Cooper and Walker).

Cabinet gave consideration to a report which set out a number of schemes which had been submitted by Ward Members and were eligible for funding via the Capital Budget allocated for the Environment, Infrastructure and Road Safety bid fund. The report advised that the scheme, which had been introduced in October 2018, had proven to be successful in ensuring that local knowledge could be used to identify small scale environmental improvements.

The appendix to the report listed the schemes that had been submitted by Ward, along with an approximate costing.

RESOLVED -

- 1) That the recommendations and ratings of the submitted schemes, as detailed within the considered report, be approved.
- 2) That the suggested criteria for the identification of schemes, as set out within the report, be endorsed.

- 3) That approval be given to the schemes and allocation of capital funding as set out within the Appendix to the considered report.
- 4) That authority be delegated to the Strategic Director (Economy and Infrastructure), in consultation with the Cabinet Portfolio Holder, to approve the allocation of funding in order to enable work to be undertaken as identified by the Chief Executive's Ward Visits, and based upon the agreed criteria.

222 2019/2020 Road Surfacing Programme (Large Schemes)

Cabinet received a report which sought approval for road resurfacing schemes at (i) A62 Leeds Road, Deighton and (ii) B6432 Firth Street, Huddersfield. The report advised that, in respect of scheme (i), the works would comprise of road re-surfacing with minor footway repairs and drainage repairs, and would commence in June 2019, in regards to scheme (ii) the works would commence in July 2019 and would comprise road resurfacing, footway repairs, drainage repairs and reconstruction of existing traffic calming features. Cabinet noted the proposed actions that were programmed to minimise the disruption arising from the schemes, as set out at paragraph 2 of the considered report.

RESOLVED - That approval be given to road resurfacing works to take place at (i) A62 Leeds Road, Huddersfield/Deighton and (ii) B6432 Firth Street, Huddersfield, commencing summer 2019.

223 Land at St Johns Avenue Newsome, Huddersfield (Former Newsome Working Men's Club)

(Under the provision of Council Procedure Rule 36(1) Cabinet received representations from Councillors Cooper and Stewart-Turner).

Cabinet gave consideration to a report which sought authority to negotiate the removal of a restrictive covenant on land at St John's Avenue, Newsome and consider the alternative of selling the freehold reversion. The report advised that the Council owned the freehold of the site of the former Newsome Working Men's Club, which was subject to a 999 year ground lease dated 1905, and supplemental leases in 1966 and 1985. It stated that, following being placed into voluntary liquidation in 2014, the site was marketed and subsequently purchased in 2016. Cabinet were advised that a request had been received by the purchaser to negotiate the removal of the restrictive covenant to allow residential development upon the former bowling green land. Cabinet noted that outline planning permission for residential development on the land had been granted in 2017.

The report advised that external advice had been sort from a Property Litigation Specialist in regard to the covenant and the available options, and that this detail was set out within an exempt appendix.

(The exempt information at Agenda Item 25 was considered prior to the determination of this Agenda Item (Minute No. 225 refers)).

RESOLVED -

- 1) That the objections to the scheme, submitted by Newsome Ward Members and Newsome Community Forum Ltd, be noted.

Cabinet - 19 March 2019

- 2) That authority be delegated to the Strategic Director – Economy and Infrastructure to negotiate and agree terms for either the removal of the restrictive covenant, or the disposal of the freehold reversionary interest in the land at St Johns Avenue, Newsome, Huddersfield.
- 3) That authority be delegated to the Service Director – Legal, Governance and Commissioning, to enter into and execute all necessary documentation to remove the restrictive covenant or dispose of the freehold reversionary interest in the land.

224 Exclusion of the Public

That acting under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12A of the Act, as specifically stated in the undermentioned Minute.

225 Land at St Johns Avenue, Newsome

(Exempt information within Part 1 of Schedule 12A of the Local Government Act 1972, as amended by the Local Government (Access to Information) (Variation) Order 2006, namely that the report contains information relating to the financial or business affairs of any particular person (including the authority holding that information). The public interest in maintaining the exemption, which would protect the interests of the Council and the company concerned, outweighs the public interest in disclosing the information and providing greater openness in the Council's decision making).

Cabinet gave consideration to the exempt information prior to the determination of Agenda Item 23 (Minute No. 223 refers).

RESOLVED - The information was considered prior to the determination of Agenda Item 23 (Minute No. 223 refers).

KIRKLEES COUNCIL			
COUNCIL/CABINET/COMMITTEE MEETINGS ETC			
DECLARATION OF INTERESTS			
Name of Councillor			
Item in which you have an interest	Type of interest (eg a disclosable pecuniary interest or an "Other Interest")	Does the nature of the interest require you to withdraw from the meeting while the item in which you have an interest is under consideration? [Y/N]	Brief description of your interest

Signed: Dated:

NOTES

Disclosable Pecuniary Interests

If you have any of the following pecuniary interests, they are your disclosable pecuniary interests under the new national rules. Any reference to spouse or civil partner includes any person with whom you are living as husband or wife, or as if they were your civil partner.

Any employment, office, trade, profession or vocation carried on for profit or gain, which you, or your spouse or civil partner, undertakes.

Any payment or provision of any other financial benefit (other than from your council or authority) made or provided within the relevant period in respect of any expenses incurred by you in carrying out duties as a member, or towards your election expenses.

Any contract which is made between you, or your spouse or your civil partner (or a body in which you, or your spouse or your civil partner, has a beneficial interest) and your council or authority -

- under which goods or services are to be provided or works are to be executed; and
- which has not been fully discharged.

Any beneficial interest in land which you, or your spouse or your civil partner, have and which is within the area of your council or authority.

Any licence (alone or jointly with others) which you, or your spouse or your civil partner, holds to occupy land in the area of your council or authority for a month or longer.

Any tenancy where (to your knowledge) - the landlord is your council or authority; and the tenant is a body in which you, or your spouse or your civil partner, has a beneficial interest.

Any beneficial interest which you, or your spouse or your civil partner has in securities of a body where -

- (a) that body (to your knowledge) has a place of business or land in the area of your council or authority; and
- (b) either -

the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or

if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you, or your spouse or your civil partner, has a beneficial interest exceeds one hundredth of the total issued share capital of that class.



Name of meeting Cabinet
Date 16th April 2019
Title of report Development Management Compliance Strategy

Purpose of report

To report the creation of a Strategy for the effective and efficient use of planning enforcement priorities and actions to match the expected uplift in development activity resulting from the Local Plan.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	Yes
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports?)	Yes
The Decision - Is it eligible for call in by Scrutiny?	Yes
Date signed off by Strategic <u>Director</u> & name	Karl Battersby - 11.02.2019
Is it also signed off by the Service Director for Finance?	Eamonn Croston - 11.02.2019
Is it also signed off by the Service Director - Legal Governance and Commissioning?	Julie Muscroft - 8.03.2019
Cabinet member Economy	Cllr Peter McBride - Economy Cllr Naheed Mather - Communities and Environment

Electoral wards affected: All

Business Group Mangers for all Political Groups consulted: All

Public or private: Public

GDPR - This report contains no information that falls within the scope of the General Data Protection Regulation.

1. Summary

- 1.1 The Council has recently adopted its Local Plan in February 2019. The Local Plan sets ambitious targets for housing and job growth through development in Kirklees. The housing target is the second largest in the Leeds City Region. The Planning Service has been receiving significant developer enquiries into emerging allocation of land for housing and employment developments. It is anticipated that development activity in the District will increase. Coupled with the big growth agenda and as part of the aspirations of the Local Plan, is a commitment to regenerate and improve the principal towns within Kirklees. To match these ambitious plans the Council's Development Management service is committed to achieving high quality sustainable developments and improving town centres with proactive and meaningful planning enforcement action, led through a priority based strategy which works in concert with other Council services to coordinate enforcement actions.
- 1.2 Communities who will experience an uplift in growth and construction activity will expect this to be proactively managed. The Development Management service has therefore, in consultation with other Council service areas, developed a Strategy for the management and operational action of its planning enforcement team, namely the Development Management Compliance Strategy. This Strategy aims to facilitate the most efficient and effective use of enforcement powers of the Development Management Compliance Team. It sets out the main principles and procedures the Council will adopt to regulate and monitor development; how it will communicate with residents, developers and businesses; how it prioritises cases coming into the service; and the range of options and actions available to the Local Planning Authority to remedy any given situation.
- 1.3 This will require the focus of the Development Management Compliance Team to check that developments under construction are in accordance with their planning permissions, ie compliance with conditions, adherence to legal obligations, operations within the agreed permission. This will become one of the top priorities for the Development Management Compliance Team who will be responsible for this role in the Planning Service.

The National Planning Policy Framework stipulates that "effective enforcement is important as a means of maintaining public confidence in the planning system" Enforcement action is discretionary and local planning authorities should act proportionately in responding to suspected breaches of planning control." It is important that the public have confidence in the planning system. The Development Management Compliance Team therefore will investigate possible breaches of planning control and seek to deal with them in a positive way either through negotiation or direct action in a positive way that maintains the environment and special character of the areas within Kirklees. Where clear and serious harm is occurring as identified within the Compliance Strategy quick and robust action will be taken to remedy breaches of Planning control.

In order to give the best possible service however, it is vital that we give clear guidance on what we can do and how we balance demands on our services against the resources available to us. The Compliance Strategy will be a publicly available document and will be placed on the Council's website.

- 1.4 The Council has a range of enforcement functions across different service areas, for example Environmental Health, Highways, Licensing and Planning. The Development Management Compliance Strategy sits within the Council's overarching Enforcement Strategy which is led by the Public Protection team. The Development Management Compliance Strategy relates to Planning matters which are set out in detail within this Strategy. Where complaints are received which have issues wider than Planning matters, a cross Council service coordinated response will be provided.
- 1.5 Planning laws and policies are designed to control the development and use of land and buildings in the public's interest. They do not protect the private interests of one person against the activities of another. The relevant background legislation to these powers is contained primarily within the Town and Country Planning Act 1990 (as amended) the Planning (Listed Buildings and Conservation Area) Act 1990 (as amended). This legislation is supported by Government advice, which includes the National Planning Policy Framework (NPPF) and the National Planning Practice Guidance (PPG).

2. Information required to take a decision

- 2.1 The Development Management Compliance Strategy will become an adopted Council policy to focus the priorities of the Compliance Team and give clarity to communities, Councillors and planning developers about what they can expect from the Council when planning complaints or request for investigations are received.
- 2.2 There will be three categories in a hierarchy of complaint, depending on the breach of planning control within the Development Management Strategy. These are:
- 2.3

Priority 1 where there is a likelihood of irreparable harm occurring. In this case, we will aim to visit the site within 3 working days of the complaint. This includes works to protected trees, Listed Buildings and demolitions within a Conservation Area as well as other works that are considered to be causing immediate and irreparable harm to the amenity of an area, including development commencing ahead of discharge of pre-commencement planning conditions.

Priority 2 where there is a significant nuisance or impact on amenity. In this case, we will aim to visit within 7 working days.

Priority 3 This relates to less urgent cases and we will aim to visit within 20 working days.
- 2.4 It is expected that now the Local Plan has been adopted then application numbers, particularly major applications, will increase which in turn should see an increase in development activity in the District. This will place considerable burdens on existing staff resources. The Development Management service will respond to the need for additional resources within the Teams to match the uplift in growth, compliance monitoring and investigations.

The table below (which is within the Compliance Strategy document) shows the types of development and areas where the Team will focus its priorities, in line with the main objectives for the Council for Planning Enforcement action and in accordance with the timescales for investigation set out in the priorities hierarchy.

2.5

1	A	High	Unauthorised works (including alteration, partial demolition or demolition) to a Listed Building or a building within a Conservation Area
1	B	High	Unauthorised works to trees that are protected, either by a Tree Preservation Order or by virtue of the tree being situated within a Conservation Area, or involving works to a hedgerow that is protected by law
1	C	High	Any other unauthorised development which in the opinion of the local planning authority causes irreversible and serious demonstrable harm or presents an immediate and serious danger to the public including serious breaches of conditions related to construction activities (expanded below table in 8.4).
2	D	Medium	Unauthorised development/activities within the green belt, a Site of Special Scientific Interest, within a Conservation Area, within an Area of Article 4 Direction or within any other national or locally-designated site of nature conservation
2	E	Medium	Any unauthorised development/activity or breach of a planning condition which in the opinion of the local planning authority causes demonstrable, continuous harm to the locality especially the town centres, or the living conditions of local residents
2	F	Medium	Unauthorised advertisements which have a detrimental impact upon public/highway safety or visual amenity
2	G	Medium	Unauthorised development where the time limit for pursuing enforcement action might expire within 6 months (excluding categories above)
3	H	Low	Technical breaches of planning control that marginally exceed permitted development rights
3	I	Low	Minor variations from approved plans that do not, in the opinion of the local planning authority, appear to cause demonstrable harm to the locality or the living conditions of local residents
3	J	Low	Unauthorised advertisements that in the opinion of the local planning authority, lie outside any of the categories listed above.
3	K	Lowest	Minor unauthorised development that would be likely, in the opinion of the local planning authority, to receive retrospective planning permission or would result in formal enforcement action not being instigated.
3	L	Lowest	Complaints that are made anonymously

- 2.6 Having clearly identified our enforcement priorities within the Compliance Strategy set out in the table above, experience demonstrates that those with the highest priorities are more likely to require formal action being taken after initial investigations. For example, investigations relating to planning conditions where development starts on site without key conditions being discharged, causes complaints and concerns from within local communities. In the worst cases, residents – both existing and future – are left uncertain as to whether they are properly protected. Retrospective attempts to rectify this problem usually diverts resources away from more positive aspects of the service, namely dealing with planning applications, discharging conditions and assisting with delivery of housing and employment planning permissions.

The Council wants to try to avoid this situation as it undermines confidence in the planning system and does not present a considerate and positive aspect to development. To tackle this, it is likely that action will be taken where critical conditions have not been discharged. In these cases it is likely that the Council will seek to bring about an end to activities as quickly as possible until we are satisfied that measures are in place to protect local communities. This may mean the use of Stop Notices. Critical conditions/agreements are those which may affect public safety or amenity or key infrastructure. Typically, but not exhaustively, these include conditions/agreements which cover:

- Land contamination and remediation
- Highway Improvements – in particular those required for capacity or safety reasons
- Structural matters
- Noise insulation and protection
- Odour and other pollution remediation
- Drainage and Flood Management
- Site Construction Management including tree protection
- Hours of operation including construction deliveries
- Noncompliance with conditions relating to Affordable Housing or other key infrastructure required by the Planning Permission.

3. **Implications for the Council**

- 3.1 The Council has a primary role ensuring confidence in the Planning system is maintained, effective, efficient and consequently clear enforcement priorities and actions are a key part of this. In addition, the Council's big growth agenda requires effective planning enforcement.

Economic Resilience

- 3.2 None specifically.

Improving Outcomes for Children

3.3 None specifically.

Reducing demand of services

3.4 None specifically.

Legal/Financial or Human Resources

3.5. Legal

Some increased demand on its Planning Law Section to support formal action when this is taken.

3.5.1 Financial

Limited risk resulting from enforcement action which is challenged through the Appeals and Cost Procedures.

3.5.2 Human Resources

Some additional recruitment maybe required to lead and support the range of priorities for the Development Management Compliance Team.

4. Consultees and their opinions

4.1 Business Groups of each political party were consulted. The comments received have been considered. The Compliance Strategy will be reviewed regularly, and if priorities change or feedback from customers, residents and Councillors suggests changes, then these will be considered and reflected in an annual review process.

5. Next steps

5.1 Following approval by Cabinet the Compliance Strategy will be made public on the website. Where it is considered appropriate developers and agents who submit planning applications and enquiries to the Council will be notified of its adoption in writing.

6. Officer recommendations and reasons

6.1 Cabinet is requested to:

1. Approve the adoption as a Council Policy the Development Management Compliance Strategy and authorise its implementation in March 2019.

7. Cabinet portfolio holder's recommendations

7.1 Portfolio Holders support the officer recommendations.

8. **Contact officer**

Mathias Franklin - Development Management Group Leader
mathias.franklin@kirklees.gov.uk
Telephone - 01484 221000

9. **Background Papers and History of Decisions**

1. Kirklees Publication Local Plan and Main Modifications 2019.
2. National Planning Policy Framework (July 2018)
3. Planning Practice Guide (Minster for Housing Communities and Local Government)
4. Town and Country Planning Act 1990 (as amended) the Planning (Listed Buildings and Conservation Area) Act 1990 (as amended).

10. **Service Director responsible**

Naz Parkar - Service Director - Housing and Growth
naz.parkar@kirklees.gov.uk
Telephone 01484 221000

This page is intentionally left blank



Name of meeting: Cabinet
Cabinet Date: 16th April 2019

Title of report: Investment in the facilities at Dewsbury Sports Centre

Purpose of Report: To seek permission for the refurbishment of the wet side changing village at Dewsbury Sports Centre before the closure of Spenborough Pool.

Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	No
Is it in the Council's Forward Plan?	No
Is it eligible for "call in" by Scrutiny?	Yes
Date signed off by the Strategic Director and name	Karl Battersby - 29.03.2019
Date signed off by the Service Director for Finance	Eamonn Croston - 04.04.2019
Date signed off by the Service Director - Legal, Governance and Commissioning?	Julie Muscroft - 05.04.2019
Cabinet member portfolio	- Cllr Graham Turner Corporate

Electoral wards affected: Dewsbury East
Ward councillors consulted: No

Public or Private: PUBLIC

Have you considered GDPR? There are no GDPR implications relating to this report.

1. Summary

- 1.1 This report seeks approval to access funding agreed in the new Capital Plan for The Council, working in close partnership with Kirklees Active Leisure (KAL) to refurbish the wet side changing village at Dewsbury Sports Centre before the closure of Spenborough Pool.

2. Information required to take a decision

(a) Background

- 2.1 At its meeting on 13th February 2019 Full Council approved the allocation of £2.5m of capital funding for condition and suitability improvements at Dewsbury Sports Centre over the period 2019/20-2023/24 as part of the Council's new Five Year Capital Investment Plan.
- 2.2 Of this £2.5m allocation, £300K was identified for expenditure in Financial Year 2019/20.

(b) Changing village

- 2.3 The changing facilities at Dewsbury Sports Centre are looking tired. The changing village serves the main swimming pool with key features such as the floors, wall, cubicles and showers falling below customer expectations.
- 2.4 A targeted refurbishment of essential items is proposed, as indicated below:
- The main changing area will see essential condition works on floors, walls, cubicles, lockers and lighting;
 - The male and female toilets and shower area will see full refurbishment to include, walls, floors, cubicles, sanitary, vanity, shower units and lighting;
 - The main shower area and disabled toilets will see refurbishment of walls, cubicles, sanitary ware, shower units and lighting with essential condition works on floors.

Current high-risk mechanical plant essential for changing area ventilation and domestic hot water is included in the refurbishment, reducing risk and ensuring continuity of service delivery.

- 2.5 Every effort will be made to minimise the impact on the swimming pool opening by phasing the works to the changing village. However some disruption is inevitable but will be kept to an absolute minimum.
- 2.6 The refurbishment scheme is currently being designed and prepared for tender, with an indicative estimated budget requirement for the works of between £180k - £240k.
- 2.7 Dewsbury Sports Centre will become the main leisure hub in North Kirklees, due to the two year closure of Spenborough Pool from September 1st 2019, both for the public and the school swimming programme. The proposed project will address suitability issues and create a facility that is fit for a modern day leisure operation.

- 2.8 To minimise disruption to the school swimming programme following the closure of Spen Pool and also taking into account the extra footfall which will be created at Dewsbury Sports Centre from September 2019 onwards, it is intended that the refurbishment works will be carried out during the summer holidays 2019.
- 2.9 Following discussions between the Council's Technical Services and KAL, it has been agreed that KAL will procure the design team and oversee the development process, with the Council, as landlord, providing the required capital funding, technical oversight and overall project control.
- 2.10 The improvements to the changing village will help retain current customers of both Dewsbury Sports Centre and Spenborough Pool and increase the chances of recruiting and retaining customers.
- 2.11 KAL will be making additional investment in redecoration and refurbishment of other areas, such as reception and the fitness areas, including equipment replacement to improve customer experience.

3. Implications for the Council

3.1 Working with People

This will have a positive impact on the community by improving facilities and enabling a healthy lifestyle by encouraging more people through the door in a better environment.

3.2 Working with Partners

This project will be developed, designed and implemented in partnership with KAL and will facilitate the best possible outcome by using the undoubted expertise that KAL has within the leisure sector.

3.3 Place Based Working

No direct impact.

3.4 Improving outcomes for children

This scheme will enable the school swimming programme to continue in modern leisure facilities following the closure of Spen Pool from 1st September 2019. It is anticipated that the improved facilities will attract more users, many of which will be children and young people thereby contributing to a healthy lifestyle.

3.5 Financial implications

The capital investment outlined in this report of £180k - £240k in Financial Year 2019-20 will be funded from Council prudential borrowing, the revenue servicing charges for which have been included in the Council's Medium Term Financial Plan.

3.6 *Legal*

If the pool at Dewsbury Sports Centre had to close during the Spen Pool closure then schools will be unable to meet their statutory obligation to provide swimming lessons for key stage 1 and 2 children. There is not enough capacity at other pools without these two centres within the area to accommodate the level of demand.

The Council will ensure Contract Procedure Rules are followed during the procurement process.

3.7 *Human Resources*

There are no Human Resources implications.

4. Consultees and their opinions

- 4.1 The Corporate Landlord Asset Investment programme has been subject to consultation with senior officers from KAL, affected services and discussed at Senior Leadership Team and Portfolio Holder briefings.

5. Next steps and timelines

- 5.1 Subject to approval of this Cabinet report, officers from Corporate Landlord, Technical Services and KAL will ensure that the project is developed, designed, procured and implemented within the stated budget and timescales.

6. Officer recommendations and reasons

- 6.1 Members are requested to:

(a) Consider and approve capital funding to upgrade the changing village at Dewsbury Sports Centre in Financial Year 2019/20 within the budget envelope stated in paragraph 3.5 of this report in order to make it suitable for public and school swimming programme use and thereby recruit and retain customers.

7. Cabinet portfolio holder recommendation

- 7.1 The Cabinet Corporate Portfolio Holder welcomes the investment in our Leisure facilities recognising the scheme will help given the closure to Spenborough Pool schedules for September 2019 and recommends that the project to upgrade the changing village at Dewsbury Sports Centre in 2019/20 is approved and welcomed.

8. Contact officer

Jonathan Quarmby - Corporate Facilities Manager
Corporate Landlord FM
Tel: 01484 221000/Email: jonathan.quarmby@kirklees.gov.uk

David Martin - Head of Service for Corporate Landlord and Capital Economy and Skills Service
Tel: 01484 221000/Email: david.martin@kirklees.gov.uk

9. Background Papers and History of Decisions

Council 13th February 2019: 5 Year Capital Plan

<http://democracy.kirklees.gov.uk/documents/s26981/Cabinet%20Budget%20Report.pdf>

10. Service Director responsible

Angela Blake - Service Director - Economy and Skills

Tel: 01484 221000/Email: angela.blake@kirklees.gov.uk

This page is intentionally left blank

Name of meeting: Cabinet
Date: 16th April 2019
Title of report: Corporate Parenting Strategy 2019-21

Purpose of report

1. To present to Cabinet the Corporate Parenting Strategy 2019-21 (Appendix A); and
2. To ask that Cabinet approve the Strategy operating from the date of Cabinet approval to the end of 2021 calendar year.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	Yes Significant effect on two or more electoral wards
Key Decision Is it in the Council's Forward Plan (key decisions and private reports?)	Yes Yes
The Decision - Is it eligible for call in by Scrutiny?	Yes
Date signed off by <u>Strategic Director</u> & name	Mel Meggs 29 th March 2019
Is it also signed off by the Service Director (Finance)?	Eamonn Croston (James Anderson) 4 th April 2019
Is it also signed off by the Service Director for Legal Governance and Commissioning?	Julie Muscroft 8 th April 2019
Cabinet member portfolio	Children's – Cllr Viv Kendrick

Electoral wards affected: All

Ward councillors consulted: None

Public or private: Public

(Have you considered GDPR?): Yes (no personal information included in this report)

1. **Summary**

The Strategy (Appendix A) sets out the Council's framework for delivering on its corporate parenting responsibilities so that our children in care and care leavers thrive. This includes the Council's approach to developing and deepening a corporate parenting ethos across all services and amongst elected members so that every part of the Council champions the needs of our children in care and care leavers.

2. **Information required to take a decision**

We have developed a Corporate Parenting Strategy to evidence, guide, and be accountable on our commitments to develop a strong Corporate Parenting ethos and to provide a context for existing key strategies that benefit our children in care and care leavers.

Ofsted noted that we don't have a Corporate Parenting Strategy. There will likely be an inspection in Summer or Autumn this year.

The Strategy will be reviewed in Summer 2020.

We have considered our duties under the Equality Act 2010 Section 149. An Equality Impact Assessment for this Strategy is included in the papers (appendix B), and will be uploaded to the Council's Equality Impact Assessment Index:

<http://www.kirklees.gov.uk/beta/delivering-services/equality-impact-assessments.aspx>

3. **Implications for the Council**

3.1 **Working with People**

Corporate parenting means listening to and working with our children and care leavers, not making decisions about them without their involvement. This is therefore working with them, not doing to them.

3.2 **Working with Partners**

Our various partnership boards will have an important oversight role in the delivery on this strategy.

1.3 **Place Based Working**

Corporate parenting requires tailored support to our children in care and care leavers, and recognises that their environment can make the difference between a stable secure environment and one where the child or care leaver does not feel comfortable.

3.4 **Improving outcomes for children**

The Strategy emphasises effective developing an effective corporate parenting ethos throughout the organisation, developing the aspirations and achievements, health and wellbeing, and independence of our children in care and care leavers.

1.5 **Other (eg Legal/Financial or Human Resources)**

N/A

4. **Consultees and their opinions**

Within Council services, discussions have taken place with colleagues in Corporate Parenting, No.11, Children's Rights, Early Support, Assessment and Intervention, Education, Safeguarding, and Inclusion, and Health Improvement (Public Health). Comments from Cabinet members and senior officers have been acted on and led to changes, including a clear review date, more up to date figures, and better presentation.

Children in Care Council and Care Leavers Forum were consulted in July 2018 and February 2019. Their artwork and priorities are included at the beginning of the strategy.

An earlier draft was sent to the Kirklees Fostering Network for feedback.

Corporate Parenting Board was presented with an earlier draft. They asked for more up to date figures and made various suggestions on additional content, which was subsequently included.

Children's Scrutiny Panel have been consulted informally because other items have taken priority for the March agenda and the April session would not have been early enough engagement for Scrutiny. Comments from the Chair of Children's Scrutiny led to the one-page summary of the strategy on p. 7. The Chair expressed approval for how it puts various strategies into context in one place.

5. Next steps and timelines

- Communication this year of the final strategy across elected members, Council services, and partners.
- In Summer 2020 the Strategy will be reviewed and refreshed by the Head of Corporate Parenting.

6. Officer recommendations and reasons

For Cabinet to approve the Strategy operating from the date of Cabinet approval to the end of 2021 calendar year.

Consultees have expressed support for the strategy's approach. We would like a Corporate Parenting Strategy to be in place as soon as possible so we can begin sharing it and developing and deepening our corporate parenting ethos.

7. Cabinet portfolio holder's recommendations

For Cabinet to approve the Strategy operating from the date of Cabinet approval to the end of 2021 calendar year.

8. Contact officer

Steve Comb
Head of Corporate Parenting
steve.comb@kirklees.gov.uk

Stephen Bonnell
Policy & Partnerships Officer
stephen.bonnell@kirklees.gov.uk

9. Background Papers and History of Decisions

LMT 25th March – Approved to go to Cabinet
Children's Portfolio Holder's Briefing 18th March – Approved to go to LMT
ET 19th March – Approved to go to LMT
Children's SLT 14th March – Approved to go to ET

10. Service Director responsible

Elaine McShane
Family Support and Child Protection

This page is intentionally left blank



Kirklees

Corporate Parenting Strategy

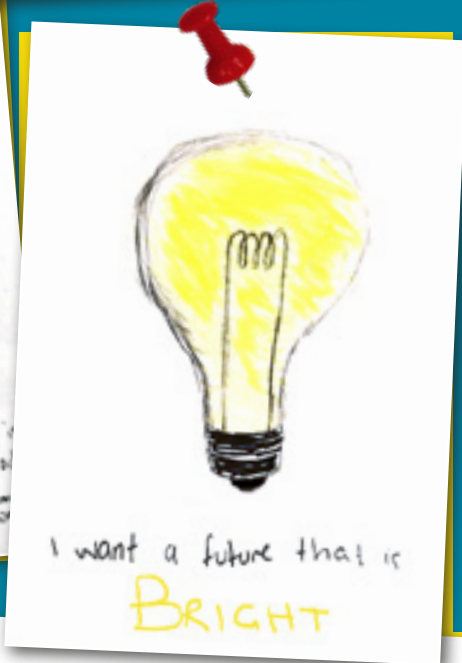
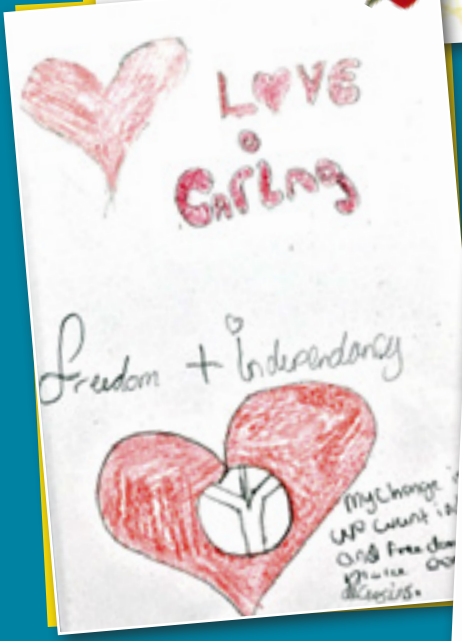
2019-21 Our children in care and care leavers aspiring and achieving, safe and well, and prepared for successful independent lives



We'reKirklees



Artwork from our Children in Care Council and Care Leavers Forum



To improve the lives of all **Children in Care**, the children told us our priorities should be...

- change the future
- make productive change
- show and give us as many opportunities as possible
- talk with us, listen, understand children's needs in care, and be willing to support us
- help young people from a young age enjoy being included instead of feeling guilty
- support and give children a voice and support the Children in Care Council to help get our ideas across
- make changes to the care system
- help us when we are actually struggling for example by giving us bus passes and not taking so long because managers need to agree

from the Kirklees Children in Care Council February 2019

Care Leavers say our priorities should be...

- Help us to get somewhere instead of nowhere
- Someone to listen and be more understanding about our feelings as people haven't gone through what we have went through and we are saying things for a reason
- Keep things confidential
- Discuss problems that children leaving care face and discuss what to do to solve them
- Help us within the care system as well as to help the people that are leaving care to support them
- Work as a team for all of us to have our own voices and choices
- Use the power of the Care Leavers Forum to get the care leaver's opinions and try make the system work
- Care Leavers Forum to be involved in stuff for future foster kids
- Help us when we are actually struggling for example Bus Passes and Gym Passes
- For PAs: do more by being more pro-active

from our Care Leavers Forum February 2019

Foreword from the Council

As corporate parents, we want for our children in care and care leavers, what every good parent would want: happy, healthy, and successful lives. Children and young people in our care and care leavers are amongst the most vulnerable in our society. Provided with the right support, our children in care and care leavers can go on to aspire and achieve and live healthy, independent, and fulfilling lives.

The questions we ask ourselves across the Council must always be: *'how will this help our children in care and care leavers?'* and *'would this be good enough for my child?'*

To understand this fully, we need to listen to our children and care leavers and respond to their needs. We are making progress in this and finding new opportunities for the voice of our children and care leavers to shape what we do across the Council.

Their experiences in early childhood through to their teenage years will shape their future happiness and set the foundations for what they can achieve throughout their adult lives.

The whole Council has a responsibility to protect and promote our children and care leavers. Every elected member and every officer in every service shares this responsibility. We want our children in care and care leavers to have the best start in life, so they can aspire and achieve and live healthy, independent, and fulfilling lives.

This Strategy provides the overview of what we're doing across the Council to deliver the best for our children in care and care leavers.

The needs of children and young people run through everything we do; the way we work with partners is central to delivering better outcomes. We will continue to have conversations with partners and colleagues across the council on the values and principles that need to underpin our role as corporate parents and further improvement work.



Shabir Pandor
The Leader of Kirklees Council



Mel Meggs
Strategic Director for Children's Services



Jacqui Gedman
Chief Executive of Kirklees Council



Richard Parry
Strategic Director for Adults and Health



CLlr Viv Kennedy
Cabinet Member for Children



Karl Battersby
Strategic Director for Economy and Infrastructure



Rachel Spencer Henshall
Strategic Director for Corporate Strategy and Public Health

Our Pledge to Our Children in Care

We want young people to be involved in the decisions that are made about them. We want to help young people to take control of their lives, to work to understand how much they can do and the impact they can have. And we will want to pool all the ideas and talents of young people to improve services so they meet what children and young people need and expect.

We pledge to:

- help and support you to stay safe and have a healthy and active lifestyle;
- involve you in all decisions about your life;
- want you to do well and encourage you to do and be the best that you can;
- support you throughout your education and to plan for the future;
- listen and make sure you know what will happen next;
- celebrate your achievements;
- make sure you have enough different people to support you;
- help you have new experiences and develop your own interests.

View our Pledge to Our Children in Care in full at: www.kirklees.gov.uk/ourpledge

Our Commitment to Care Leavers

As a care leaver, you are legally entitled to a range of support and services from the local authority. Our Commitment to Care Leavers sets out the detail of how we can support you to plan for your future and the support you need in reaching your goals. We will provide this support from the age of 16 onwards, up to the age of 25 if needed.

We produced our Commitment to Care Leavers with the help of the Care Leavers Forum and the Children in Care Council. We will keep asking them their views about our services they receive along with other care leavers we are in contact with, to make sure that what we offer matches what you need.

Based on this feedback, we will annually review and develop our '*Commitment to Care Leavers*' offer to make sure that these are the things that are important to you.

View our Commitment to Care Leavers in full at: www.kirklees.gov.uk/leavingcare



Our Corporate Parenting Pledges:

Our Corporate Parenting Vision

The Council's vision for corporate parenting is that all of our elected members and officers champion our children in care and care leavers in everything they do and that our children in care and care leavers aspire and achieve, are safe and well, and are prepared for successful independent lives.

1

We will be a good corporate parent to children in care and care leavers. We will...

- a. **listen** to the needs of children in care and care leavers and to our health and education partners;
- b. encourage elected members and officers from across the Council to **advocate and champion** children in care and care leavers;
- c. **design services** that work with children in care and care leavers to meet their needs, not doing to them.

2

We will create the conditions for our children in care to thrive in stable placements. We will...

- a. create the conditions for **placements of the right kind**, including attracting and retaining more foster carers;
- b. support all our children to **aspire and achieve** in education and training and to be as **healthy and well as possible**;
- c. work with partners to **assess future placement, education, and health needs** and plan ahead.

3

We will support our care leavers into independence at a pace that suits them. We will...

- a. **work with our children in care's families** so they are ready to support them on leaving care, when appropriate;
- b. create the conditions for **positive, lasting relationships** between care leavers and their personal advisors;
- c. with partners, create opportunities for **care leavers to aspire and achieve and improve their health and wellbeing**.

What is Corporate Parenting?

We have parental responsibilities for 633 (January 2019) children who are in our care and offer support, advice, and guidance to 255 care leavers (January 2019) up to the age of 25, who were formerly in our care. Each elected member and officer has a duty to deliver on our responsibilities as a corporate parent. This means seeking for our children and young people the outcomes that every good parent would want for their own children.

Corporate Parenting is about all parts of the Council and health, education, and other partners working together to ensure that services are appropriate to meet the needs of, and improve the outcomes for our children in care and care leavers across a range of services, including housing, health, and leisure as well as those specifically for children and young people.

Corporate Parenting Principles

In 2017 the Children and Social Work Act introduced a set of Corporate Parenting Principles for children in care and care leavers up to the age of 25 years. Kirklees Council and our partners believe adherence to these principles is the key to ensuring we deliver good outcomes for our children and young people in care and care leavers.

In order to thrive, children and young people have certain key needs that good parents generally meet. The Corporate Parenting principles set out seven principles that local authorities must have regard to when exercising their functions in relation to children and young people in care, as follows:

- Act in the best interests, and promote the physical and mental health and well-being, of children in care and care leavers;
- Encourage those children and young people to express their views, wishes and feelings;
- Take into account the views, wishes and feelings of those children and young people;
- Help those children and young people gain access to, and make best use of, services provided by the local authority and its relevant partners;
- Promote high aspirations, and seek to secure the best outcomes for those children and young people;
- Be safe, have stability in their home lives, relationships and education or work;
- Prepare those children and young people for adulthood and independent living.

Shaped by these principles and our approach, our mission is to give our children in care and care leavers the best start in life through effective safeguarding, high quality health and wellbeing support, and support to aspire and achieve.

The Council

Kirklees Council is the democratically elected body governing local services for the 440,000 citizens living in the area.

There are 69 councillors and a Leader with a Cabinet that works with officers to ensure everything we do is delivering for local citizens. Our mission is to make Kirklees an even better place to live, work, visit, and invest.

We're Kirklees

'We're Kirklees' is the way we describe the next phase of our journey to change the way we work to make Kirklees an even better place to live, work, visit, and invest:

- **Working with people, not doing to them:** organisations working together with people and communities to enable them to solve problems and make the most of their strengths and opportunities;
- **Working with partners:** organisations sharing knowledge, skills, and resources to work smarter together; and
- **Place-based working:** recognising that each town, village, and community has its own unique stakeholders, strengths, and opportunities that can help them solve their local problems locally, and working to support and enable this.

The Council has a shared vision, developed with partners in the private, public, and third sector, that Kirklees has both a strong sustainable economy and a great quality of life – leading to thriving communities, growing businesses, high prosperity, and low inequality, where people enjoy better health throughout their lives.

Underpinning this shared vision are our seven shared outcomes, plus one internal one for us (that we work more efficiently and effectively).



Our Vision

Our vision for Kirklees is to be a district which combines a strong, sustainable economy with a great quality of life – leading to thriving communities, growing businesses, high prosperity and low inequality where people enjoy better health throughout their lives.

Our shared outcomes:



Best start

Children have the best start in life



Sustainable economy

Kirklees has sustainable economic growth and provides good employment for and with communities and businesses



Well

People in Kirklees are as well as possible for as long as possible



Safe and cohesive

People in Kirklees live in cohesive communities, feel safe and are safe/protected from harm



Independent

People in Kirklees live independently and have control over their lives



Clean and green

People in Kirklees experience a high quality, clean, sustainable and green environment



Aspire and achieve

People in Kirklees have aspiration to achieve their ambitions through education, training employment and lifelong learning

PLUS



Efficient and effective

Kirklees Council works smart and delivers efficiently and effectively.

Key strategies

Alongside the [Corporate Plan 2018-20](#), the [Kirklees Economic Strategy 2019-25](#) and the [Joint Health & Wellbeing Strategy 2014-20](#) set out the Council's overarching plans for delivering a strong sustainable economy and a great quality of life.

The Economic Strategy's aim is to enable an inclusive and productive economy, with every person aspiring and achieving their ambitions, and recognising the positive difference that work and the economy bring to people's health and wellbeing. The Joint Health & Wellbeing Strategy's vision is that by 2020 no matter where they live, people in Kirklees live their lives confidently, in better health, for longer, and experience less inequality. It recognises children in care and care leavers as particularly vulnerable groups.

By way of summary, the other key strategic documents that support good corporate parenting:

- [Improvement Plan](#)
- [Kirklees Pledge to Children in Care](#)
- [Kirklees Commitment to Care Leavers](#)
- Kirklees Voice Improvement Plan
- [Interim Sufficiency Strategy 2019](#)
- [Kirklees Safeguarding Board Early Support Strategy](#)
- [Kirklees Integrated Commissioning Strategy](#)
- [Kirklees Future in Mind Transformation Plan](#) (2018 refresh)
- [Kirklees Health & Wellbeing Plan 2018-23](#)

The Council's Improvement Journey

In June 2017, Kirklees entered into an Improvement Partnership with Leeds City Council. This Strategy forms part of Kirklees Council's efforts to deliver the outcomes stated in the [Improvement Plan](#), which are, in turn, our response to Ofsted's recommendations following their [September-October 2016 inspection](#).

The Improvement Plan sets out the stages of improvement we will make to take us from where we are now to an embedded culture of practice where we, and all partner agencies, are consistently and confidently doing the right things for children and young people. Ensuring children get the best start in life is everyone's business and owned by all.

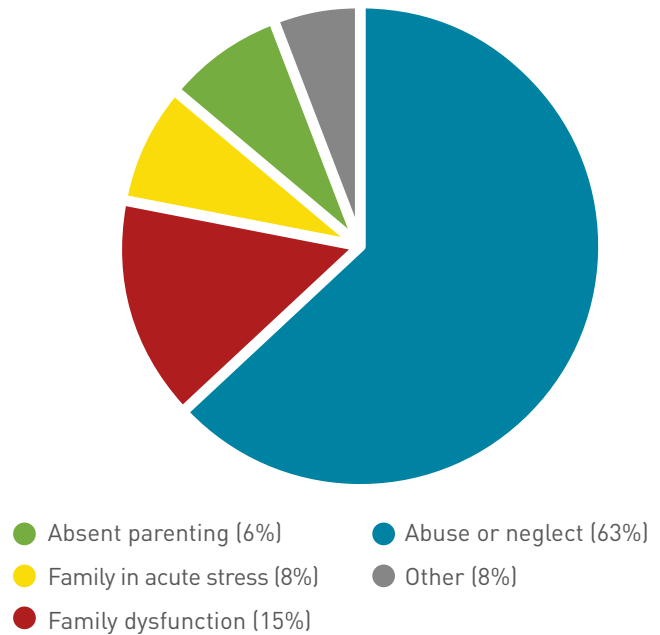


Context

National context of children in care and care leavers

Nationally, the majority of children in care achieve better outcomes than they would have if they were not taken into care and often experience better outcomes than the wider group of children in need. However, children in care are particularly vulnerable to poor outcomes when it comes to education, employment, justice, and health. Less than one-in-six (14%) children in care achieved 5 A*-C GCSEs (including maths and English) in 2015, compared to more than one-in-two (55%) of all children. National figures tell us that children in care are five times more likely to face exclusion than their peers. Children in care are also hugely overrepresented in the youth justice system: in 2015-16 it was estimated more than a third (39%) of children in secure training centres had been in care, despite children in care accounting for around 1% of all children.

Primary reason for being in care in England (March 2018)



These outcomes follow children to adult life as well. Almost a quarter of the adult prison population has previously been in care according to [two studies](#), and children who have been in care reoffend at roughly twice the rate of children who have never been looked after. 50% of children in custody have been in care, according to an independent review from the [Prison Reform Trust](#). Only 2% of children in care are in care for 'socially unacceptable behaviour' (as the primary reason for being in care), so it is clear that the reasons for these outcomes are more complex than their own choices in life. 63% of children are in care because of abuse and neglect according to the latest available [national figures](#), which has lasting effects on anyone, not least a young child. It is estimated that nearly half of all children in care had a diagnosable mental health issue in 2015, and the proportion of care leavers not in education, employment, or training aged 19-21 was 40%. Some types of early trauma increase the likelihood of problems with [family functioning, anxiety disorders, addictions, personality disorders, eating disorders, sexual disorders, and suicidal behaviour](#). Abuse and neglect can have a significant impact on [later health and mental health](#). Clearly, children in care are more likely to experience a subsequent lifetime of disadvantage.

Some of these poorer outcomes are caused by circumstances prior to coming into care, but the right support can help mitigate these challenges and vulnerabilities by empowering and enabling children and young people and opening up doors to the same opportunities as any other child that their background might have prevented them accessing.

The number of children in care in England has risen from around 60,000 in 2007 to 72,700 in 2017. This is an increase of 21% over the ten-year period. As of November 2018, the number of children in care in England per 10,000 population was 64.

[Recent analysis](#) of the most recent Ofsted inspections suggests that 63% of local authorities are providing services for children in need of help and protection, children looked after, and care leavers, which either require improvement or are inadequate. Only 2% of local authorities are rated outstanding.

National research indicates that a large proportion of children in care will live with their birth families when they become care leavers.

Note: This section uses the latest national statistics for children in care and care leavers, for March 2018 (published November 2018).

Local context

In Kirklees, the number of children in care nearly doubled in the same ten-year period 2007-2017, from 385 in March 2007 to 699 in March 2017, with a large increase between 2005 and 2013 (from 312 to 639). This is likely due to a number of factors, including national and local high-profile cases, which led to closer scrutiny of children in need. The number is stabilising in response to increased efforts to keep families together when safe, with 633 children in care in Kirklees in January 2019, a reduction of 66 or just under 10% since March 2017. Kirklees now has 63.4 looked after children per 10,000 population (January 2019), just under the latest England average of 64 per 10,000 population and significantly lower than our statistical neighbours (86.1 per 10,000) (both March 2018).

The majority of our children in care (475 of 633) are placed in foster care, with the remainder in residential or semi-independent living, placed with parents or other family members, or placed for adoption.

We know that like most local authorities in the UK, we don't have enough local placements, education, and health and wellbeing support services of the right kind to meet the needs of all of our children in care and care leavers. Our children in care and care leavers are often living complex lives with multiple needs, sometimes highly complex. The more complex the needs, the harder it is to meet their needs locally.

39 children in care experienced three or more placements in the period February 2018-January 2019.

Care leavers in education, employment, or training was 47% in March 2018, compared to 51.1% for our statistical neighbours and 51% for England. We have made big improvements since then, with 58% now in education, employment, or training (January 2019). In Kirklees 91.3% of care leavers lived in suitable accommodation in Kirklees in March 2018, compared to 84% in England and 90.7% in our statistical neighbours. Since March 2018, we have seen this decrease to 89.8% in Kirklees (January 2019).



Meeting our Corporate Parenting Pledges

1

Be a good corporate parent to children in care and care leavers.

To meet this pledge we will listen to the needs of children in care and care leavers and to our health and education partners. We will encourage elected members and officers from across the Council to advocate and champion children in care and care leavers. We'll design services that work with children in care and care leavers to meet their needs, not doing to them.

Recently we have...

- ✓ Undertaken engagement sessions with our councillors
- ✓ Arranged for corporate parenting to be included in inductions for new councillors
- ✓ Developed the critical friend relationship between Children's services and Corporate Parenting Board and Children's Scrutiny, with visits to services and other activities.

By the Summer 2020 we will have:

- delivered more awareness-raising sessions with elected members and with services from across the Council that help elected members and officers develop empathy and an emotional connection to our children in care and care leavers as well as recognise their role in our parental responsibilities;
- encouraged services to have mechanisms in place to monitor and review the contribution they make to the lives of our children in care and care leavers; and
- reported to strategic partnerships, Children in Care Council, and Care Leavers Forum on how every Council directorate is contributing to the improvement in life chances of our children in care and care leavers.

Key strategies for being a good corporate parent:

- [Improvement Plan](#)
- [Kirklees Pledge to Children in Care](#)
- [Kirklees Commitment to Care Leavers](#)
- Kirklees Voice Improvement Plan

How we will know if we are a good corporate parent:

- Judging the emotional connection, knowledge, and awareness of elected members and officers through engagement sessions
- Through the oversight and scrutiny of Corporate Parenting Board and Children's Scrutiny Panel on this strategy and all of the strategies and performance and impact measures mentioned in this document.

2

Create the conditions for our children in care to thrive in stable placements

To meet this pledge we will create the conditions for right kind of placements, including attracting and retaining more foster carers. We'll support all our children to aspire and achieve in education and training and to be as healthy and well as possible. We will work with partners to assess future placement, education, and health needs and plan ahead.

Recently we have...

- ✓ Reduced the size of our children's homes
- ✓ Reduced the number of children living in residential care
- ✓ Increased fostering family-setting placements
- ✓ Reduced the number of children placed more than 20 miles outside

By the Summer 2020 we will have:

- set out our long-term ambitions and plan for local sufficiency of placements, education and training, and health and wellbeing support services for our children in care and care leavers
- developed closer partnerships at a district-wide and more local level to help provide the right wrap-around support

We recognise that particular vulnerabilities require specialist support, including:

- involvement in the criminal justice system (supported through the Youth Offending Team)
- with complex health needs (supported through All Age Disability and our health partners)
- with learning disabilities (supported through schools and the Virtual School)
- with mental health needs (supported through CAMHS)

The placement support team is now focussing its efforts on the most vulnerable children and young people to help build their resilience so they can handle challenges that would otherwise disrupt their placements.

Key strategies for children in care thriving in stable placements:

- [Improvement Plan](#)
- [Kirklees Pledge to Children in Care](#)
- Kirklees Voice Improvement Plan
- [Interim Sufficiency Strategy 2019](#)
- [Kirklees Integrated Commissioning Strategy](#)
- [Kirklees Future in Mind Transformation Plan](#)
- [Kirklees Health & Wellbeing Plan 2018-23](#)
- [Kirklees SEND Strategy 2017-20](#)

How we will know that our children in care are thriving in stable placements:

- net change in foster carers and net change in placements with foster carers, which we are working to see increase
- % of our children in care achieving five or more GCSEs from level 4 to 9, which we are working to see increase
- % of children in care with three or more placements in the last twelve months, which we are working to see decrease
- % of children in care residing outside the Kirklees district and more than 20 miles from home, which we would like to see decrease
- social worker and personal advisor turnover, which we would like to see decrease
- children's health outcomes, which we would like to see improve
- audits to show improvements in recording the needs, views, and goals of children in care in case work recording, assessment, and planning
- inspection outcomes relating to children in care (including children's homes inspections, fostering, social work inspections, services full inspection, and monitoring visits), which we would like to see continue to improve
- timeliness of permanence planning for children in care, with timeframes driven by the needs of the child, which we would like to see improve
- % of children in care involved in the criminal justice system, which we would like to see decrease

Keeping families together

The key context for all our corporate parenting is that only those who really need it come into care, and that, where possible, children and young people and their families are supported to stay together. We will support families to stay and thrive together, so they are resilient enough to manage challenging circumstances. The Council as a whole provides universal services such as libraries and parks and targeted interventions such as public health programmes that are the foundation of a great quality of life for everyone. We will ensure that children at risk of being taken into care, children in our care, and care leavers are not inadvertently inhibited from benefitting from these opportunities because of their background, circumstance, and experiences. The Council also has special responsibilities to children identified as being in need, and the early support provided to these children in need by the Council and our partners can make the difference between a child thriving in a familiar home environment and facing the disruption of moving into care.

Keeping families together is a key part of ensuring we have a good local sustainable corporate parenting offer. Ultimately we are all working to ensure that children and young people in Kirklees have the best start in life. Moving into care is a disruptive experience and it is important that children only move into care when they really have to, so that we are not causing unnecessary disruption to their lives. That's why keeping families together is an important part of our overall corporate parenting strategy. With the right support, many families can stay together.

Context:

- We have focussed a lot on improving children's social care and now we are catching up with early support, helping to keep families together with earlier support
- Our key principle is 'whole family working'
- Our community hubs work well.
- We have four designated children's centres.
- The number of children in our care and on child protection plans is reducing, but we now need to know why: whether it is because of our work (and, if so, to identify what worked and why) or external factors (and, if so, prepare for changes in these factors).

Key early support activities:

- Family Mental Health & MST (now mainstreamed following initial DfE-funding).
- Develop the relationships between service areas and between the Council and its partners, to mitigate the silos we work in. The Early Support Partnership will help with the partnership side of this.
- Public Health initiatives through Thriving Kirklees and Nurturing Parents programmes.
- Family Support Offer
- Family Group Conferencing
- A review of our children's centres to identify their strengths, weaknesses, opportunities, and challenges.
- Measuring the success of early support is hard. We will continue to develop our measures and data so we can improve this.
- Focus on a good 0-5 offer and a good offer for older children and young people, recognising that both groups require specialist skills, whilst taking a more holistic view of the child's life.

Key strategies for early support:

- [Improvement Plan](#)
- [Interim Sufficiency Strategy 2019](#)
- [Kirklees Safeguarding Board Early Support Strategy](#)
- [Kirklees Integrated Commissioning Strategy](#)
- [Kirklees Future in Mind Transformation Plan](#)
- [Kirklees Health & Wellbeing Plan 2018-23](#)
- [Accessibility Strategy 2018-21](#)
- [Kirklees SEND Strategy 2017-20](#)

3

Support our care leavers into independence at a pace that suits them

To meet this pledge we will work with our children in care's families so they are ready to support them on leaving care, when appropriate. We'll create the conditions for positive, lasting relationships between care leavers and their personal advisors and with partners, create opportunities for care leavers to aspire and achieve and improve their health and wellbeing

Recently we have...

- ✔ arranged free KAL leisure centre membership for our care leavers;
- ✔ arranged free travel for our care leavers;
- ✔ relaunched the No. 11 drop-in support centre for care leavers in Huddersfield and launched our Commitment to Care Leavers.

By the Summer 2020 we will have:

- launched a further drop-in support centre for care leavers in Dewsbury (by September 2019);
- worked with the PAs of our care leavers not in employment, education, or training to support them into employment, education, or training as appropriate; and
- refreshed our Commitment to Care Leavers.

Key strategies for supporting care leavers into independence:

- [Improvement Plan](#)
- [Kirklees Commitment to Care Leavers](#)
- Kirklees Voice Improvement Plan

How we will know if care leavers are being effectively supported into independence:

- % of care leavers in employment, education, or training, which we would like to see increase
- % of care leavers with their own personal advisor, which we would like to see increase

Oversight & Accountability

Council: Corporate Parenting Board & Children's Scrutiny Panel

Corporate Parenting Board will have oversight of progress on this umbrella strategy and the various strategies that sit below it. Through regular updates, they will ensure that the right progress is being made towards the vision set out in this document and the underlying objectives via workstreams across the Council. The Children's Scrutiny Panel will be regularly updated on progress relating to this strategy.

Improvement Board will receive ongoing updates as part of its responsibilities in guiding the Council's current improvement journey, along with any other arrangements developed for this purpose in the future.

Partners

Key stakeholders that will receive updates on our corporate parenting include:

- Kirklees Safeguarding Children Board
- Partnership Governance Board
(governing partnership arrangements between Kirklees and Leeds City councils)
- Other partnership arrangements as they are developed



Research that has supported the development of this strategy

The latest figures on children in care in England can be found here (as of February 2019):
<https://www.gov.uk/government/statistics/children-looked-after-in-england-including-adoption-2017-to-2018>

Prison Reform Trust (2016), *'In Care, Out of Trouble: How the Life Chances of Children in Care can be transformed by protecting them from unnecessary involvement in the criminal justice system'*
<http://www.prisonreformtrust.org.uk/Portals/0/Documents/care%20review%20full%20report.pdf>

Children's Commissioner (2018), Stability Index:
<https://www.childrenscommissioner.gov.uk/wp-content/uploads/2018/05/Childrens-Commissioners-2018-Stability-Index-Overview.pdf>

CORAM (2017), *'Care Leavers Views on Their Transition into Adulthood'*
<https://coramvoice.org.uk/sites/default/files/999-CV-Care-Leaver-Rapid-Review-lo%20%28004%29.pdf>

Oakley et al (2018), *'Looked-After Children: The Silent Crisis'*
<http://www.smf.co.uk/wp-content/uploads/2018/08/Silent-Crisis-PDF.pdf>

Kirklees JSNA
<https://observatory.kirklees.gov.uk/jsna/specific-groups-life-events/looked-after-children-care-leavers>

We're
Kirklees



A guide to equality Impact Assessments (EIAs)

What are Equality Impact Assessments (EIAs)?

- EIAs are a **tool to help you analyse and make more considered decisions** about changes to service delivery, policy and practice. An EIA will help you to identify how specific communities of interest may be affected by decisions and to consider any potential discriminatory impact on people with **protected characteristics**.
- EIAs can also help to improve or promote equality by encouraging you to **identify ways to remove barriers and improve participation** for people with a protected characteristic.

Why do we need to do Equality Impact Assessments (EIAs)?

- Although not a mandatory requirement, EIAs provide important **evidence** of how we have considered the implications of service and policy changes and demonstrate how we have met our legal Public Sector Equality Duty (Equality Act 2010).
- The three main elements of the **Public Sector Equality Duty** are:
 - ✓ Eliminating discrimination
 - ✓ Promoting equality of opportunity
 - ✓ Fostering good relations
- In fulfilling our Public Sector Equality Duty we must ensure that we demonstrate that we have followed a number of key **principles** (based on previous case law):
 - ✓ Knowledge
 - ✓ Timeliness
 - ✓ Real consideration
 - ✓ Sufficient information
 - ✓ No delegation
 - ✓ Review
 - ✓ Proper record keeping
- We need to provide evidence that we have given **due regard to any potential discriminatory impact on people with protected characteristics** in shaping policy, in delivering and making changes to services, and in relation to our staff. We must always consider whether a service change, decision or policy could have a discriminatory impact on people with protected characteristics, not just any impact that is the same as it would be for everyone else.
- The EIA tool allows us to **capture, demonstrate and publish our rationale** of how we have considered our communities and legal responsibilities under the Public Sector Equality Duty and is our main way of providing the evidence needed.
- **But above all, EIAs are about understanding and meeting the needs of local people and supporting us to deliver our vision for Kirklees.**

When do we need to do Equality Impact Assessments (EIAs)?

- Whenever you plan to **change, introduce or remove** a service, activity or policy.
- At the **VERY BEGINNING** of any process of:
 - ✓ Budget setting
 - ✓ Service review (including changes to employment practice)
 - ✓ Planning new projects and work programmes
 - ✓ Policy development and review
 - ✓ Procurement or commissioning activity

Who should do it?

- Overall responsibility for EIAs lies at a **service** level. A lead officer should be appointed from the service area that is making a proposal and all decisions should be approved by the senior management team in that service.
- Those directly affected (partners, stakeholders, voluntary groups, communities, equality groups etc) should be engaged with as part of the process.

How should we do it?

- Our EIA process has two stages:
 - Stage 1 - initial screening assessment
 - Stage 2 - further assessment and evidence

EIA STAGE 1 – SCREENING TOOL (initial assessment)

The purpose of this screening tool is to help you consider the potential impact of your proposal at an early stage.

Please give details of your service/lead officer then complete sections 1-3:

- 1) What is your proposal?
- 2) What level of impact do you think your proposal will have?
- 3) How are you using advice and evidence/intelligence to help you?

You will then receive your stage 1 assessment score and advice on what to do what next.

Directorate:	Senior Officer responsible for policy/service:
Children	Steve Comb (Head of Corporate Parenting)
Service:	Lead Officer responsible for EIA:
Corporate Parenting	Steve Comb (Head of Corporate Parenting)
Specific Service Area/Policy:	Date of EIA (Stage 1):
Corporate Parenting Strategy 2019-21	20/3/2019

Go back

Move to next
section

1) WHAT IS YOUR PROPOSAL?	Please select YES or NO
To introduce a service, activity or policy (i.e. start doing something)	YES
To remove a service, activity or policy (i.e. stop doing something)	NO
To reduce a service or activity (i.e. do less of something)	NO
To increase a service or activity (i.e. do more of something)	YES
To change a service, activity or policy (i.e. redesign it)	NO
To start charging for (or increase the charge for) a service or activity (i.e. ask people to pay for or to pay more for something)	NO
<p>Please briefly outline your proposal and the overall aims/purpose of making this change:</p>	
<p>The Strategy sets out the Council’s framework for delivering on its corporate parenting responsibilities so that our children in care and care leavers thrive. This includes the Council’s approach to developing and deepening a corporate parenting ethos across all services and amongst elected members so that every part of the Council champions the needs of our children in care and care leavers.</p>	

Go back

Move to next section

2) WHAT LEVEL OF IMPACT DO YOU THINK YOUR PROPOSAL WILL HAVE ON...		Level of Impact
		Please select from drop down
Kirklees employees within this service/directorate? (overall)		Positive
Kirklees residents living in a specific ward/local area?		Not Known
Please tell us which area/ward will be affected:		
Residents across Kirklees? (i.e. most/all local people)		Positive
Existing service users ?		Very Positive
Each of the following protected characteristic groups ?		Please select from drop down
<i>(Think about how your proposal might affect, either positively or negatively, any individuals/communities. Please consider the impact for both employees and residents - within these protected characteristic groups).</i>		
...age	What impact is there on Kirklees employees /internal working practices?	Neutral
	What impact is there on Kirklees residents /external service delivery?	Positive
...disability	What impact is there on Kirklees employees /internal working practices?	Neutral
	What impact is there on Kirklees residents /external service delivery?	Positive
...gender reassignment	What impact is there on Kirklees employees /internal working practices?	Neutral
	What impact is there on Kirklees residents /external service delivery?	Positive
...marriage/ civil partnership	What impact is there on Kirklees employees /internal working practices?	Neutral
	What impact is there on Kirklees residents /external service delivery?	Neutral
...pregnancy & maternity	What impact is there on Kirklees employees /internal working practices?	Neutral
	What impact is there on Kirklees residents /external service delivery?	Neutral
...race	What impact is there on Kirklees employees /internal working practices?	Neutral
	What impact is there on Kirklees residents /external service delivery?	Positive
...religion & belief	What impact is there on Kirklees employees /internal working practices?	Neutral
	What impact is there on Kirklees residents /external service delivery?	Positive
...sex	What impact is there on Kirklees employees /internal working practices?	Neutral
	What impact is there on Kirklees residents /external service delivery?	Positive
...sexual orientation	What impact is there on Kirklees employees /internal working practices?	Neutral
	What impact is there on Kirklees residents /external service delivery?	Positive

Go back

Move to next section

3) HOW ARE YOU USING ADVICE AND EVIDENCE/INTELLIGENCE TO HELP YOU?		Please select YES or NO
Have you taken any specialist advice linked to your proposal? (Legal, HR etc)?		YES
Do you have any evidence/intelligence to support your assessment (in section 2) of the impact of your proposal on...	...employees?	YES
	...Kirklees residents?	YES
	...service users?	YES
	...any protected characteristic groups?	YES
<p>Research was looked at in developing this strategy. We believe further engagement sessions with elected members and Council officers will benefit our children in care and care leavers with protected characteristics as it will raise awareness of their diverse backgrounds and identities.</p> <p>'The latest national figures on children in care in England (March 2018): https://www.gov.uk/government/statistics/children-looked-after-in-england-including-adoption-2017-to-2018</p> <p>Prison Reform Trust (2016), 'In Care, Out of Trouble: How the Life Chances of Children in Care can be transformed by protecting them from unnecessary involvement in the criminal justice system' http://www.prisonreformtrust.org.uk/Portals/0/Documents/care%20review%20full%20report.pdf</p> <p>Children's Commissioner (2018), Stability Index: https://www.childrenscommissioner.gov.uk/wp-content/uploads/2018/05/Childrens-Commissioners-2018-Stability-Index-Overview.pdf</p> <p>CORAM (2017), 'Care Leavers Views on Their Transition into Adulthood', https://coramvoice.org.uk/sites/default/files/999-CV-Care-Leaver-Rapid-Review-lo%20%28004%29.pdf</p> <p>Oakley et al (2018), 'Looked-After Children: The Silent Crisis', http://www.smf.co.uk/wp-content/uploads/2018/08/Silent-Crisis-PDF.pdf</p> <p>Kirklees JSNA, https://observatory.kirklees.gov.uk/jsna/specific-groups-life-events/looked-after-children-care-leavers</p> <p>Consultation with partners, as detailed in the public Cabinet report</p>		
		Please select from drop down
To what extent do you feel you are able to mitigate any potential negative impact of your proposal on the different groups of people outlined in section 2?		TO SOME EXTENT
To what extent do you feel you have considered your Public Sector Equality Duty?		FULLY

Go back

Move to next section

STAGE 1 ASSESSMENT

IMPACT	RISK
Based on scoring of 1) and 2)	Based on scoring of 2) and 3)
15	23
SCORE (calculated) Max = - / + 32	SCORE (calculated) Max risk = - / + 40

You need to move on to complete a Stage 2 assessment if:

The final Impact score is negative and or the Risk score is negative.

Go back



Name of Meeting: Cabinet
Date: 16th April 2019
Title of Report: Kirklees Annual Post 16 Educational Outcomes Report 2017-18

1. Purpose of the report

The Kirklees Annual Post-16 Education and Training Outcomes Report 2017-18 provides the evidence base for the post 16 element of the draft learning strategy currently under development and the response to the West Yorkshire Combined Authority Skills Commission.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	no If yes give the reason why
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports?)	not applicable If yes also give date it was registered
The Decision - Is it eligible for call in by Scrutiny?	Not applicable If no give the reason why not
Date signed off by <u>Strategic Director</u> & name	Mel Meggs – 28 th March 2019
Is it also signed off by the Service Director for Finance IT and Transactional Services?	Eamonn Croston (James Anderson) 4 th April 2019
Is it also signed off by the Service Director for Legal Governance and Commissioning Support?	Julie Muscroft 8 th April 2019
Cabinet member portfolio	Cllr Viv Kendrick Cllr Masood Ahmed

Electoral wards affected: ALL

Ward councillors consulted: N/A

Public or private: PUBLIC

Have you considered GDPR? Yes – the Data contained in the report is derived from publicly available data produced by the Department for Education with some additional internal analyses. Other data sources include: NFER Nexus software, Local Authority Interactive Tool (LAIT) and Statistical First Releases.

1. Background

Both this summary report and the accompanying appendix consist of analysis and evaluation of a range of KS5 outcomes in Post-16 education and training in Kirklees from the years 2017-2018.

Current performance in the Post-16 education system in Kirklees is strong when compared with regional and national benchmarks. This positive performance in the Post-16 education and training system is crucial to the future of Kirklees young people and to the district as a whole. Good performance in the Kirklees Post-16 education system is also key to Kirklees' future economic prosperity. The analysis demonstrates that the current provision system in Kirklees is providing excellent education and training outcomes for a wide range of learners on academic, vocational, mixed and apprenticeship routes. Analysis of 2017 to 2018 performance demonstrates continued improvements in most areas and top quartile performance in the vast majority of areas.

The report identifies the positive figures regarding engagement with education and training Post-16, overall achievement rates, average grades and point scores, and value-added progress performance. It also notes areas of improvement that require further action that will form the basis of future work to strengthen our already robust position in the context of continuing curriculum change. It demonstrates that further improvements to the Post-16 system can be made by targeting support, challenge, improved working practices and a more holistic and joined-up approach at key areas of current underperformance, against a backdrop of overall excellence. Key areas for future improvement include some vocational performance, SEND NEET and EET rates, care leaver and looked-after NEET and EET rates, and addressing inconsistencies within the SSF environment.

Our aspiration is for every young person in Kirklees to have access to a broad, rich and deep education or training curriculum; for every young person in Kirklees to have the best possible chance of achievement and success, with excellent rates of progression to further education, training or employment; and for every young person in Kirklees, regardless of their background or ability, to have access to the highest possible quality education and training, in order to equip them with the skills, abilities, knowledge and love for learning for successful future careers and future wellbeing.

Work is already ongoing to develop closer links between schools and Colleges and the GFE, SSF and SFC environments themselves as part of the developing 16-19 Collaborative Forum and through appointment at LA level of a new Strategic Lead of Post 16.

2. Summary - Education and Training Outcomes for the Academic Years 2017-2018

The appendix identifies in detail outcomes performance in the Post-16 education system in Kirklees in the academic years 2016-17 and 2017-18.

The report analyses performance in a range of vocational and academic pathways at levels 2 and 3 covering years 12-13. The report features analysis of the performance of different groups of learners and explores current progression into education and training between KS3 and KS4 and from KS4 to KS5.

An overall summary of the content is set out below:

Key points: Overall Excellence

- Achievement of 3+ A grades at GCE/Applied GCE A Level and Double Awards: **A quartile** (2018)
- Percentage of students achieving grades AAB or better at GCE A level, Applied GCE A level and Double Award A level: **A quartile** (2018)
- Percentage of students achieving grades AAB or better at A level, of which at least two are in facilitating subjects: **A quartile** (2018)
- A level points per entry: **A quartile**, above national average for fir(st time (2018)
- Average Point score per entry, best 3 A levels: **A quartile** (2018)
- Tech levels points per entry: **A quartile** (2018)
- % KS5 who entered A Level or Level 3 qualification, going/remaining to Russell Group elite Universities: **A quartile** (2017, 2018 TBC)
- % of learners KS5 going to or remaining in education or employment: **A quartile** (2017, 2018 TBC)
- Achievement of L2 qual by 19: **A quartile** (2017, 2018 TBC)
- Achievement of L3 qual by 19: **B quartile** (2017, 2018 TBC)
- Attainment of level 2 in English and Maths at age 19 for those who had not achieved this level at 16: **A quartile** (2017, 2018 TBC)
- GFE Apprenticeship success rates: outstanding performance, on average 10% above national averages at levels 2 and 3
- Inequality gap in the achievement of a Level 2 qualification by the age of 19: **B quartile** (2017, 2018 TBC)¹
- Inequality gap in the achievement of a Level 3 qualification by the age of 19: **B quartile** (2017, 2018 TBC)²
- Attainment of level 2 qualification including English and Maths at age 19 for those classified SEN at school: **A quartile** (2017, 2018 TBC)
- English and Maths resit progress by 19: **A quartile**
- Attainment of level 3 qualification at age 19 for those classified SEN at school: **A quartile**
- NEET+not known: **A quintile**

¹ The number of individuals who were eligible and claiming free school meals at the age of 16 who turned 19 during the year and have passed the level 2 threshold, as a percentage of the corresponding school census population at the age of 16 that were eligible for and claiming free school meals.

² The number of individuals who were eligible and claiming free school meals at the age of 16 who turned 19 during the year and have passed the level 3 threshold, as a percentage of the corresponding school census population at the age of 16 that were eligible for and claiming free school meals.

- 16 and 17 year olds in Education and Training: **B quintile**

Performance on the vast majority of metrics is significantly above regional and national averages and statistical neighbour averages on the vast majority of metrics

Areas requiring future action include:

- SEN NEET: **D quartile** with a recent rising trend, an opposite pattern to their non-SEN peers
- SEN E/T, year 12 and 13: **C quartile**
- Care leaver NEET: **D quartile** (2018) – 10x the rate of their non-care leaver peers
- Care leaver E/E/T: **falling** performance, 5x the rate of non-care leaver peers
- GFE English and Maths rest performance: within national GFE averages, but below that of SFC and SSF environments
- Vocational performance: some **dips** in GFE and a lack of data in SFC and SSF environments nationally, making evaluation less objective

Key aspirations and for the Post-16 system in Kirklees include:

- Maintaining excellent, top quartile Post-16 performance in Kirklees and increasing the number of metrics where top quartile performance is in evidence
- Narrowing the achievement and Post-16 engagement gaps between care leavers and their peers, through up-skilling of the IAG system, development of a new Post-16 vulnerable young people action group, and targeting of NEET engagement programmes
- Reversing the downward trend in SEND EET and the upwards trend in SEND NEET, so that Kirklees young people - with and without EHC Plans - have an increased chance of successful Post-16 transition, progress and success
- Developing more capacity and up-skilling the existing post-16 workforce in Kirklees, in order to address a predicted rise in the SEND cohort, particularly those with SEMH needs, as well as the general predicted rise in those requiring mental health support
- Taking advantage of a predicted rise in the post-16 population and ensuring that there is sufficient capacity over the next 10 years, so that all learners have a chance to take advantage of the excellence in the Post-16 system, regardless of ability or geography
- Identifying geographical areas within Kirklees where the curriculum offer is not as broad or deep as in Huddersfield, or where performance is not as strong, and seeking ways to address this shortfall
- Addressing some areas of current inconsistency across the Post-16 sector, such as progress measures in some SSFs and English and Maths resit performance in GFE
- Revitalising the Post-16 and transition markets by involving the third sector, ESIF funding streams and alternative provision in order to develop a more thriving alternative curriculum, supported transitions and targeted NEET support

- Increasing collaboration and peer support between the Post-16 providers and between the special school, school and post-16 sectors
- Ensuring that the Post-16 system can respond rapidly to changing economic and skills requirements locally and nationally
- Ensuring that all aspects of the Post-16 system are prepared and proactive in their readiness for the new Education Inspection Framework and new developments in curricula and assessment
- Working closely with the WYCA Careers Hub to improve Gatsby performance in Kirklees schools to at least the average for the WYCA, making Kirklees a centre for young peoples' employability skills and experiences
- Further analysing progression dips in Kirklees schools and target improvements in IAG, training and employability engagement.

4. Implications for the Council

4.1 Working with People

We want to encourage every young person in Kirklees to be ambitious, hold high aspirations and strive to reach their potential. Work-streams developing from this analysis and through related collaborations and groups such as the 16-19 Collaborative Forum and Vulnerable Young People Working Group involves working with a range of people and partners.

4.2 Working with Partners

It is imperative that the council and wider partners work together to ensure they are able to provide world class educational opportunities that support children, young people and their families to realise their potential and succeed in adult life. Partners across the council, the LEP and the WYCA – as well as related institutions such as C&K Careers - were instrumental in the development of these reports as analytical tools. The 16-19 Collaborative Forum and its developing sub-group for Post 16 SEND and SEMH, new Vulnerable Young People Working Group, Kirklees Learning Partners, Evoke creative partnership, the WYCA, the LEPs and Works Better and its related private and third sector partners are all tied to the actions stemming from this analysis and identified here and in the more detailed appendix.

4.3 Place Based Working

The broader summary of this report and its appendix will be fed into developing place-based arrangements such as Community Hubs and potentially PHILs, with headlines and key findings used to develop strategy to better serve local need. Collaboration between Post-16 elements of the council, Community Hubs and Public Health are increasing, especially with regard to NEET young people and mental health, and skills sharing arrangements can be developed to up-skill community hubs with knowledge of Post-16 education and challenges, and to up-skill officers with a better understanding of local communities.

4.4 Improving outcomes for children

All educational settings are part of the Kirklees learning family. Collectively, these settings serve a large, diverse and growing population of Kirklees residents and significant numbers from neighbouring authorities. Not only do Post 16 outcomes account for a significant amount of children and young peoples' educational activity in Kirklees, success in this arena means that Kirklees future residents and families will be equipped with the skills, abilities and love for learning that are vital for the future children's wellbeing and prosperity.

4.5 Other (e.g. Legal/Financial or Human Resources)

Being clear about our current performance and using this to determine our priorities for improvement will enable us to target our resources and expertise across the learning system.

5. Consultees and their opinions

- The 16-19 Collaborative Forum
- WYCA
- Progression Board, representing a range of Post 16 institutions and settings

6. Next steps and timelines

Sharing of this of Post-16 outcomes performance allows for more targeted foci for improvement and involves a greater number of stakeholders.

This is an opportunity to celebrate the excellent work ongoing in Post-16 education in Kirklees.

7. Officer recommendations and reasons

That the report is accepted to establish a shared understanding about the performance of our young people in terms of Educational Outcomes across the district so that the partnership can identify where to prioritise our collective efforts for improvement.

That the Director for Children's Services in consultation with the Portfolio Holder for Learning and Aspiration and the Portfolio Holder for Children's Services be delegated to take forward the aspirations identified above in the form of a series of shared work-streams alongside Post-16 providers.

That impact is monitored and progress evaluated through structures such as Post-16 Learning Progression Board and annually to Cabinet.

8. Cabinet portfolio holder's recommendations TBC

9. Contact officer Dr. Phil Mark

Martin Green

10. **Background Papers and History of Decisions**
NA
11. **Service Director responsible**
Jo-Anne Sanders
Service Director – Learning and Early Support

This page is intentionally left blank



Latest update: Monday, 08 April 2019

Title of report: 1010 Educational Standards and Quality Post-16/KS5 2017-2018: APPENDIX

The report is an analysis of outcomes across Post-16 education and training in the Post-16 education system in Kirklees from 2016-2018.

1. Purpose of report:

To report on 2016-17 and 2017-18 outcomes in the Post-16 education environment in Kirklees, including examination of NEET figures and destinations in the context of statistical neighbours and national averages.

To identify strengths and areas for improvement in key outcomes for Kirklees young people and to clarify strategic priorities for the Post-16 system.

2. Summary:

This report draws attention to various data from various sources, most typically the DfE, NCCIS and NART, concerning education and training in Kirklees in the Post-16 environment.

This document demonstrates how we analyse and use data; to identify our priorities and actions so that:

- People in Kirklees have aspiration to achieve their ambition through education, training, employment and life long learning
- Kirklees has sustainable economic growth and provides good employment for and with communities and businesses

3. How to read this report:

3.1 Data sources: DfE data for 16-17 is now confirmed. 17-18 data was updated as of 12/18 though some metrics are not released until 03/18 and 05/18. Other sources include the Local Authority Interactive Tool, NCCIS, NART, Ofsted reports, and C&K Careers quarterly reporting. Though multiple metrics and data sources are available for the purposes of analysis and evaluation of Post-16 education and training, these data sources are often not as universal or illuminating as in primary and secondary arenas.

3.2 Confidentiality and sharing this document: This document may be shared internally.

3.3 Acronyms:

GCSE	General Certificate of Education, first taken typically at the end of year 11, historically graded A*-G and now graded 9-1.	KS4	Typically incorporates GCSEs and other examinations in schools in England, normally known as Year 10 and Year 11, when pupils are aged between 14 and 16.
GCSE resit	All learners not achieving a grade 4 in English or Maths at at KS4 must re-sit these qualifications – or ‘stepping stone’ qualifications if achieving a grade 2 or below – as part of the programme of study Post-16	KS5	Typically incorporates level 2 and 3 Post-16 qualifications, normally known as Year 12 and Year 13, when pupils are aged between 16 and 18, or 19 if progressing to L3 after one year.
L1	Post-16, entry or foundation level courses. A starting point from which to progress to further qualifications Post-16, typically requiring 4-5 grades E-F/2 at GCSE KS4	SEND	Special Educational Needs and Disabilities.
L2	Post-16 qualifications equivalent to GCSE grades A*-C, 9-4, typically vocational, requiring 4-5 D/3 grades at GCSE KS4 and often a stepping stone to L3 courses.	SEMH	Social and Emotional Mental Health.
L3	Post-16 qualifications equivalent to A level, either academic, vocational or mixed, typically requiring 5 C/4 grades at GCSE KS4.	EET	Employment, Education or Training.
A level	Academic L3 qualifications, typically assessed via end of course examination.	ET	Education or Training.
Applied general	Vocational courses such as BTECs consisting of qualifications that provide broad study of a vocational area. Often less common in GFE environments.	APS	Average Points per Entry, indicating average performance on individual courses
Technical certificates	L2 qualifications for students wishing to develop the specialist skills and knowledge for a technical occupation or industry. Often common in GFE environments.	GFE	General Further Education: an educational institution providing a range of Post-16 courses levels 1, 2 and 3, typically focusing on vocational and apprenticeship routes and a higher proportion of level 2 learners
L2 Voc	Non-academic qualifications that are as challenging as GCSEs and include technical certificates.	SSF	School Sixth Form: Post-16 provision attached to an existing school, typically providing A levels, mixed programmes and some vocational courses and with a higher proportion of level 3 learners
Mixed programme	A combination of academic A level and one or more L3 applied general certificate and subsidiary diploma qualifications, equivalent to one A level, often studied in SFC and SSF environments.	SFC	Sixth Form College: an educational institution specialising in a range of Post-16 courses at levels 1, 2 and 3, typically focusing on academic and mixed programmes, with some vocational courses, and with a higher proportion of level 3 learners
NEET	Young people not in employment, education or training.	DfE	Department for Education
APS	Average points per entry, indicating the standard achieved in each qualification entered	Facilitating subject	Historically academic, challenging core subjects including maths, sciences, traditional humanities and modern foreign languages
Gatsby benchmark	8 key criteria developed to assess the quality of careers and employability provision in schools and colleges.	CIF / EIF	Ofsted’s Common Inspection Framework sets out the principles for inspection and assessment of educational quality in all schools and colleges. To be replaced with a new

			Education Inspection Framework in 09/19.
--	--	--	--

CONTENTS

<u>4.1 Outcomes Post-16, 16/17-17-18</u>	4
<u>4.2 Context</u>	4
<u>4.3 Overall Summary</u>	5
<u>4.2 Summary of Overall Strategic Priorities Post-16 (LA Priorities)</u>	7
<u>5.1 Kirklees LA: 2017 Outcomes Summary</u>	9
<u>5.2 Analysis 2017</u>	9
<u>6.1 Kirklees LA: 2018 Outcomes Summary</u>	12
<u>6.2 Analysis 2018</u>	12
<u>Kirklees LA overall - FFTAspire 2018 level 3 performance</u>	14
<u>7.1 Performance of different groups of learners</u>	14
<u>8.1 Strategic areas for outcomes improvement – Outcomes (LA priorities)</u>	16
<u>9.1 KS4 – KS5 Progression and NEET figures</u>	16
<u>10.1 SEN/D destinations and progression KS5 (16/17 and 17/18)</u>	18
<u>10.1.2 SEN students: access to the Post-16 system</u>	20
<u>10.1.3 SEN/D Attainment and Progress in Post-16 system</u>	21
<u>10.1.4 Care Leavers Attainment and Progress in Post-16 system</u>	22
<u>10.1.5 Electively Home Educated Attainment and Progress in Post-16 system</u>	24
<u>10.2 Strategic areas for improvement, SEN/D progression (LA priorities)</u>	25
<u>11.1 APPENDIX 1 Ofsted and the new EIF</u>	25
<u>11.2 Strategic areas for improvement, new EIF</u>	26
<u>12.2 APPENDIX 2 Secondary KS4-5 destinations, Gatsby and employability</u>	26
<u>12.2 Strategic areas for improvement, Gatsby and Employability</u>	27

4.1 OUTCOMES POST-16, 16/17-17-18

4.2 CONTEXT

The majority of education and training activity in Kirklees Post-16 takes place in 3 major Colleges: Huddersfield New College (SFC), Greenhead (SFC) and Kirklees College (GFE). 6 smaller SSFs offer a range of level 2 and 3 programmes, usually consisting of a smaller curriculum on offer than in the SFC environment. The 3 main Colleges typically account for 85% of Post-16 education in Kirklees.

Huddersfield New College offers a mixture of vocational, mixed and academic programmes, Greenhead offers a mainly traditional academic A level route, with some vocational options, and Kirklees GFE College offers a range of technical vocational courses and a large number of apprenticeships. The SSFs tend to focus on level 3 academic routes, with some vocational options.

According to the NCCIS Activity Survey, 91.4% of Kirklees 2017 year 11 leavers were in full time education as at 11/17, with 5.3% in apprenticeships and 96.9% engagement overall, above a national average of 95.3%. C&K Careers quarterly reports can be utilised to triangulate this with 2018 leaver data, suggesting a similar picture of 96.8% in learning. This is significantly above national averages.

Of Kirklees resident school leavers, as at 01/19 the overall year 12 and 13 cohort in Post-16 education consists of 1661 in SSFs, 3638 in SFCs, and 3095 in GFE Colleges as at 12/18.¹

The standard of education Post-16 learners receive in Kirklees is typically good or outstanding. Of the 9 main providers in Kirklees, only 1 has Post-16 provision rated as requiring improvement by Ofsted, and none are inadequate. Both SFCs are rated outstanding, Kirklees College GFE is rated good, and the SSFs are rated 1 RI, 2 Good and 3 Outstanding.²

This can be quantified in terms of the overall numbers of 16-18 learners in good/outstanding provision in Kirklees during the examination period of 2018:

- Kirklees College, GFE – 3212 - **Good**
- Greenhead SFC – 2375 - **Outstanding**
- Huddersfield New College SFC – 2477 - **Outstanding**
- Mirfield Free Grammar SSF – 363 - **Good**
- St. John Fisher Catholic Voluntary Academy SSF – 172 – **RI**
- Heckmondwike SSF – 531 - **Outstanding**
- Netherhall Learning Campus SSF/Studio – 105 - **Good**
- Shelley College SSF – 204 - **Outstanding**
- Batley Girls High School SSF – 240 – **Outstanding**

¹ See 9.1

² Methodology: Where an Ofsted report under newer CIFs specifics 16-19 study programmes, this rating is taken to indicate performance; where no specific 16-19 judgement is made, the whole institution rating is used.

This figures translate to 60% of learners in Kirklees in outstanding Post-16 provision, 38% in good provision, and <2% in RI provision in terms of the overall cohort.

According to the DfE, 0% of providers in Kirklees are below the DfE's minimum standard compared with the Yorkshire and Humber average of 6.3%.³

Outcomes for students in the Post-16 education and training system – through vocational, mixed, A level or apprenticeship routes – are very strong in Kirklees. Performance is usually in line with or well above national averages on most metrics and significantly ahead of Yorkshire and Humber and statistical neighbour benchmarks. The generally strong position from 16/17 further improved in 2017/18, especially on academic programmes.

4.3 OVERALL SUMMARY

Comparative performance in the Post-16 environment is expressed in quartiles wherever possible and augmented with evaluation of performance in comparison with statistical neighbours, regional and national averages within the more detailed analysis.

Overall, according to the LAIT⁴, A or B quartile performance is in evidence for most metrics in Post-16 education and training in Kirklees. Key findings in this report include:

- Achievement of 3+ A grades at GCE/Applied GCE A Level and Double Awards: **A quartile** (2018)
- Percentage of students achieving grades AAB or better at GCE A level, Applied GCE A level and Double Award A level: **A quartile** (2018)
- Percentage of students achieving grades AAB or better at A level, of which at least two are in facilitating subjects: **A quartile** (2018)
- A level points per entry: **A quartile**, above national average for fir(st time (2018)
- Average Point score per entry, best 3 A levels: **A quartile** (2018)
- Tech levels points per entry: **A quartile** (2018)
- % KS5 who entered A Level or Level 3 qualification, going/remaining to Russell Group elite Universities: **A quartile** (2017, 2018 TBC)
- % of learners KS5 going to or remaining in education or employment: **A quartile** (2017, 2018 TBC)
- Achievement of L2 qual by 19: **A quartile** (2017, 2018 TBC)
- Achievement of L3 qual by 19: **B quartile** (2017, 2018 TBC)
- Attainment of level 2 in English and Maths at age 19 for those who had not achieved this level at 16: **A quartile** (2017, 2018 TBC)

³ An institution is deemed to be below the minimum standard if: 1.Its academic or Applied General value added score is below the threshold set by the Department; and 2.Its value added score is statistically significantly below the national average, i.e. both its upper and lower confidence intervals are below zero. <https://www.gov.uk/government/publications/16-to-18-minimum-standards/16-to-18-minimum-standards-for-2018>

⁴ <https://www.gov.uk/government/publications/local-authority-interactive-tool-lait>

- GFE Apprenticeship success rates: outstanding performance, on average 10% above national averages at levels 2 and 3
- Inequality gap in the achievement of a Level 2 qualification by the age of 19: **B quartile** (2017, 2018 TBC)⁵
- Inequality gap in the achievement of a Level 3 qualification by the age of 19: **B quartile** (2017, 2018 TBC)⁶
- Attainment of level 2 qualification including English and Maths at age 19 for those classified SEN at school: **A quartile** (2017, 2018 TBC)
- English and Maths resit progress by 19: **A quartile**
- Attainment of level 3 qualification at age 19 for those classified SEN at school: **A quartile**
- NEET+not known: **A quintile** (as at Feb 2019)
- 16 and 17 year olds in Education and Training: **B quintile**

Not only do Post-16 learners in Kirklees gain very good results, they also have very good achievement rates. NART 2016/17 outlines that 16-18 learners in GFE across England had an overall achievement (old 'success' rate: achievements/starts) of 81.5% compared with 87.1% in SFCs. Retention was also lower nationally overall at 90.9% in GFE and 92.2% in SFCs.

In Kirklees, however, NART 2017 data indicates a more positive picture in the major colleges, with all three performing well above national averages.⁷ Soft intelligence suggests a slight dip in achievement in GFE 2018, however the overall Kirklees average should remain very strong.

Different groups of learners perform at a similar level to their peers, with very good performance of those in receipt of free school meals and excellent comparative performance of disadvantaged learners. Inequality gaps are narrower than in most authorities and performance difference between those of different ethnic backgrounds is small and in line with national averages.

Learners identified with SEN at school, both with and without EHCPs, perform in the top quartile nationally at both levels 2 and 3, though there is a downward trend in the engagement with education or training for these learners overall into C and D quartiles by 2017.

⁵ The number of individuals who were eligible and claiming free school meals at the age of 16 who turned 19 during the year and have passed the level 2 threshold, as a percentage of the corresponding school census population at the age of 16 that were eligible for and claiming free school meals.

⁶ The number of individuals who were eligible and claiming free school meals at the age of 16 who turned 19 during the year and have passed the level 3 threshold, as a percentage of the corresponding school census population at the age of 16 that were eligible for and claiming free school meals.

⁷ NART overall by institution type / headline:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/691709/Apprenticeships_Overall_Institution_Achievement_Rates_Tables_201617.xlsx

Areas requiring future action include:

- SEN NEET: **D quartile**
- SEN E/T, year 12 and 13: **C quartile**
- Care leaver NEET: **D quartile** (2018) – 10x the rate of their non-care leaver peers
- Care leaver E/E/T: **falling** performance, 5x the rate of non-care leaver peers
- GFE English and Maths resit performance: within national GFE averages, but below that of SFC and SSF environments
- Vocational performance: some dips in GFE technical performance and a lack of data in SFC and SSF environments nationally

Several of the actions below and recommended in this report are to be developed through the 16-19 Collaborative Forum, with work-streams focusing on 1) preparation for the new EIF 2) SEND and SEMH and 3) Capacity and Sufficiency.

4.2 SUMMARY OF OVERALL STRATEGIC PRIORITIES POST-16 (LA PRIORITIES)

Our key aspirations for the Post-16 system in Kirklees in future includes:

- Maintaining excellent, top quartile Post-16 performance in Kirklees and increasing the number of metrics where top quartile performance is in evidence
- Narrowing the achievement and Post-16 engagement gaps between care leavers and their peers, through up-skilling of the IAG system, development of a new Post-16 vulnerable young people action group, and targeting of NEET engagement programmes
- Reversing the downward trend in SEND EET and the upwards trend in SEND NEET, so that Kirklees young people - with and without EHC Plans - have an increased chance of successful Post-16 transition, progress and success
- Developing more capacity and up-skilling the existing Post-16 workforce in Kirklees, in order to address a predicted rise in the SEND cohort, particularly those with SEMH needs, as well as the general predicted rise in those requiring mental health support
- Taking advantage of a predicted rise in the Post-16 population and ensuring that there is sufficient capacity over the next 10 years, so that all learners have a chance to take advantage of the excellence in the Post-16 system, regardless of ability or geography
- Identifying geographical areas within Kirklees where the curriculum offer is not as broad or deep as in Huddersfield, or where performance is not as strong, and seeking ways to address this shortfall
- Addressing some areas of current inconsistency across the Post-16 sector, such as progress measures in some SSFs and English and Maths resit performance in GFE
- Revitalising the Post-16 and transition markets by involving the third sector, ESIF funding streams and alternative provision in order to develop a more

thriving alternative curriculum, supported transitions and targeted NEET support

- Increasing collaboration and peer support between the Post-16 providers and between the special school, school and Post-16 sectors
- Ensuring that the Post-16 system can respond rapidly to changing economic and skills requirements locally and nationally
- Ensuring that all aspects of the Post-16 system are prepared and proactive in their readiness for the new Education Inspection Framework and new developments in curricula and assessment
- Working closely with the WYCA Careers Hub to improve Gatsby performance in Kirklees schools to at least the average for the WYCA, making Kirklees a centre for young peoples' employability skills and experiences
- Further analysing progression dips in Kirklees schools and target improvements in IAG, training and employability engagement

5.1 KIRKLEES LA: 2017 OUTCOMES SUMMARY

Level 3 overall:

- APS per entry: **33.46** (2.06 points above all state sector; 2.51 points above Yorkshire and Humber)
- % achieving 2 or more L3 quals: **81.9%** (2.9% above all state sector; 6.1% above Yorkshire and Humber)

A levels:

- APS per entry **32.05** (0.24 points below England average; 1.85 points above Yorkshire and Humber average)
- % achieving AAB or higher: **20.9%** (1.5% below England average; 2.3% above Yorkshire and Humber average)

Vocational:

- Applied general APS per entry **38.18** (3.16% above England average; 1.3% above Yorkshire and Humber average)

Level 2 vocational:

- Average grade, points score L2Merit-, 5.69 (0.02 above England average)

English and Maths resits:

- LA English overall progress score 0.09 (0.07 above England average)
- Maths 0.08 (0.09 above England average)

5.2 ANALYSIS 2017

A LEVELS

Generally, A level performance was good across Kirklees in summer 2017.

The two SFCs performed superbly, with a B- grade average and point score of 35.18 and C grade (C+ for best 3 A levels) and 0.1 progress grade at the two main providers, which added significant success to the authority overall. SSFs tended to demonstrate excellent completion rates but slightly lower progress scores, though there were exceptions in individual institutions.

APPLIED GENERAL, L3

Performance was excellent across the LA. The average grade of Dist+, point score of 38.18 and completion rate of 92.5% are all well above national averages and in the top quartile.

- In GFE, completion was outstanding but progress was slightly below national average at -0.23
- SSFs tended to have lower numbers, excellent progress and generally excellent completion
- In SFCs, HNC was the only SFC with significant applied vocational entries and performed superbly, with 633 learners achieving average Dist*-, 0.56 progress and 94.1% completion, all significantly above national averages

TECHNICAL CERTIFICATES

Completion was good at 88.9% across Kirklees, 2.6% above national average. An average grade of Merit- was in line with national averages. Performance variation between GFE and SFCs was broadly in line with national trends with generally positive performance overall.

LEVEL 2 VOCATIONAL

Kirklees LA was on or above national averages in 2017. The average grade of L2Merit- was in line with NA, with a 5.71 points score slightly above the NA of 5.69. Completion of 88.3% was very good compared with an NA of 85.5%.

Generally, the SFC environment's superb performance of 6.23 and 87.5% pushed averages higher, with GFE's superb achievement rates also providing authority-wide benefits in this regard.

LEVEL 3 APPRENTICESHIPS

Kirklees College's GFE 83.3% achievement rate with 110 learners was outstanding, with NA 73.7%. This was a significant success and in the region of 10% above national and regional averages, and significantly better than mean performance among the private sector.

LEVEL 2 APPRENTICESHIPS

Kirklees College's GFE 81.5% achievement rate with 250 learners was outstanding, with NA 68.2%. This was a superb achievement, significantly above the mean for the private sector.

ENGLISH AND MATHS

The picture across the LA was very good but varied between SSFs, SFCs and GFE.

- LA English overall progress score 0.09 (NA -0.02); Maths 0.08 (NA -0.01)
SSFs, SFCs and GFE displayed a large disparity in performance and numbers, reflecting national trends:

- SSFs were generally excellent but recorded lower numbers, generally under 30. Progress scores ranged from 0.12-0.68 for English; -0.13-0.38 for Maths, which was above national averages in the majority of cases
- In the SFC environment, HNC's outstanding 0.89 in English covered 147 students. Outstanding progress of 0.71 for Maths covered 250 students, pushing averages higher across the LA
- GFE performance was generally in line with GFE national and regional averages, with -0.1 for English covering 856 learners and -0.11 covering 95 Maths learners

It is also worth noting that the true picture may have been better in English, as all LA Colleges enter students with a 3 in Language and 4 in Literature for a re-sit in Language, but any success here in Language would not be displayed in DfE data.

DESTINATIONS

A significant success remained the number of Kirklees residents receiving places at the Russell group of elite Universities, with 15% of the academic cohort receiving a place, compared with Y&H averages of 12%, statistical neighbours 12.2% and 12% nationally, placing Kirklees in the top quartile and ranking 24/152.

Of students studying at Kirklees institutions Post-16 at KS5 2016, 91% stayed in education or employment compared with a national average of 89%. Education remained well above national averages at 69% compared with 61%, with a non-ET of 6% compared with 7% nationally.

6.1 KIRKLEES LA: 2018 OUTCOMES SUMMARY

The most recent data delineates the continued success and significant improvements in most areas compared with 2016/17 outcomes.

Level 3 overall:

- APS per entry: **33.9** (2.06 points above all state sector; 2.51 points above Yorkshire and Humber) **2017 33.46**
- % achieving 2 or more L3 quals: **83.2%** (2.9% above all state sector; 6.1% above Yorkshire and Humber) **2017 81.9%**

A levels:

- APS per entry **34.31** (2.19 points above all state sector; 2.62 points above Yorkshire and Humber) **2017 32.05**
- % achieving 2 or more A levels: **81%** (4.1% above all state sector; 7.5% above Yorkshire and Humber) **2017 77.4%**
- % achieving AAB or higher: **21.3%** (3.1% above all state sector; 4.1% above Yorkshire and Humber) **2017 20.9%**

Vocational:

- Average point score, grade: **26.72, Merit+** (England average 28.45, Merit+)

Level 2 vocational:

- Average points score/grade **5.77, L2Merit-** (England average 5.71, L2Merit; Yorkshire and Humber average 5.74, L2Merit-)
- GCSE English LA progress score: **0.19** (England average 0.06)
- GCSE English LA % entering approved qualification: **83.8%** (England average 81.1%)
- GCSE Maths LA progress score: **0.12** (England average 0.05)
- GCSE Maths % entering approved qualification: **83.9%** (England average 83.4%)

6.2 ANALYSIS 2018

The strong position from 2017 improved in 2018 in almost all areas, with top quartile performance in A level achievement of 3+A grades, % achieving grades AAB or better, % achieving AAB with two facilitating subjects, and points per entry and tech level points per entry.⁸

The only dip occurred in the L3 vocational arena where C quartile performance was in evidence following the A quartile of 2017. However, this is explained through changes to DfE data publication practices. Old-style QCF BTEC courses are still accredited and meet the condition of funding, however they are no longer included in national performance tables. This means that entries in Kirklees in the published data have dropped significantly from 1,806 to 346, despite numbers of actual entries remaining stable. This means comparisons are problematic. In particular, the success within

⁸ <https://www.gov.uk/government/publications/local-authority-interactive-tool-lait>

SSFs and SFCs of mixed programme and applied general vocational courses historically in Kirklees means that Kirklees suffered more from the DfE's change to publication practices.

Soft intelligence and internal evaluation from the major institutions indicates that general vocational performance has maintained or improved on the 2017 A quartile position in SFCs, however this cannot be confirmed without change to the DfE's publication practices.

Soft intelligence indicates that there may be a slight dip in GFE vocational performance in terms of retention and achievement, though the overall position above regional, national and statistical average neighbours should be maintained.

At level 3, there is some disparity between SSF and SFC data, with slightly higher achievement in some SSFs – though all are well above national averages – but higher APS per entry in SFCs. SSFs average 29.82 whereas the figure is 33.9 when including SFCs and FE combined. Generally there is a greater range of performance in SSFs than in the two SFCs, though lower numbers and smaller numbers of courses overall make comparisons problematic, and some SSFs perform exceptionally well overall.

A LEVELS

Generally, A level performance remains excellent, with the two SFCs and some SSFs performing well above national averages. SSFs tend to have lower progress scores for A levels, with some exceptions whose performance is well above average. The SFC environment is outstanding, with superb, above average progress and very strong APS.

APPLIED GENERAL, L3

Performance is difficult to measure given that the DfE does not measure QCF performance, yet the majority of applied general courses conducted locally are still QCF. This means that much applied vocational activity is not published in national tables. SFCs tend to perform better than SSFs, however the national data is insufficient to determine this.

TECHNICAL CERTIFICATES

Completion figures are available March 2019. Progress and average grades are in line with regional and national averages across Kirklees, however SFCs achieved slightly better average grades and point scores, reflective of national trends.

LEVEL 3 APPRENTICESHIPS

TBC

LEVEL 2 APPRENTICESHIPS

TBC

ENGLISH AND MATHS

The picture across the LA is very good but varies between SSFs, SFCs and GFE.

- LA English overall progress score 0.19 (NA 0.06); Maths 0.12 (NA 0.05). This remains is a significant success

However, SSFs, SFCs and GFE display a large disparity in performance and numbers, reflecting national trends:

- SSFs are generally excellent but have low numbers, generally under 30. Progress scores range from 0 -0.33-1.08 for English; -0.30-0.57 for Maths – a significant improvement from 2017.
- HNC's SFC outstanding 0.95 in English covers 168 students. Outstanding progress of 0.65 for Maths covers 231 students
- GFE has improved from 2017, with 0.0 for English covering 815 learners and -0.06 covering 883 Maths learners, significantly improving from 2017

DESTINATIONS:

Destinations data will not be available for 2018 leavers until 2020 at the earliest, however soft intelligence indicates a maintained or improved positive destination figure since the 2016-2017 data.

KIRKLEES LA OVERALL - FFTASPIRE 2018 LEVEL 3 PERFORMANCE

FFTAspire is a subject level value-added/progress measure currently replacing ALPS in many institutions at KS5.

Generally, value-added progress performance across Kirklees is very good. There is excellent progress above national averages in the majority of subjects. Of the range Post-16 subjects studied in Kirklees, only 1 is statistically significant in terms of overall pupil progress point score – D&T – and only 7 learners studied on this course. 15 subjects display statistically significant above average progress, usually with large numbers.

Some specialist subjects offered at only one or two providers have below average progress, such as Class. Civilisation (15), with only Computing (96) and RS (130) seeing slightly below average progress with larger numbers across 4 and 8 providers respectively, indicating a specific issue across the LA. Such issues are not deemed statistically significant, however.

7.1 PERFORMANCE OF DIFFERENT GROUPS OF LEARNERS

GENDER

Despite performing consistently above regional and national averages on most metrics, there remains a difference in performance between male and female Post-16 learners in Kirklees. The percentage of students achieving at least 2 substantial level 3 qualifications is 83.2% in Kirklees, compared with 77.2% in Y&H and 82% nationally. However, female learners achieve 2 substantial qualifications 84.9% of the time, compared with 80.7% of males. Similarly, although the APS per entry is well above regional and national averages in Kirklees, female learners achieve an APS of 35.57 compared with 32.70 of males, broadly in line with national trends.

One area where male learners outperform female learners concerns the achievement of the highest grades at A level, where 21.8% of boys achieve AAB, compared with 21% of girls, again reflecting national trends. Both of these figures are above regional and national averages.

DISADVANTAGED GROUPS

Of the 9 major educational institutions Post-16 in Kirklees, none display significant differences in the performance of disadvantaged groups compared with the non-disadvantaged cohort. Attainment of a Level 2 or 3 qualification by the age of 19 amongst those who received free school meals is ranked in the top quartile nationally. At level 3, performance has dipped slightly but still remains in the top quartile at 41% compared with 30.6% in Y&H and 32.99 compared with statistical neighbours, ranking 37/152:

Local Authority, Region and England												
		2009	2010	2011	2012	2013	2014	2015	2016	2017	-	Change from previous year
382	Kirklees	27.00	27.70	30.20	32.00	37.20	39.30	42.20	43.80	41.00	-	-2.80
982	Yorkshire and The Humber	21.30	24.60	25.60	27.80	29.00	29.30	31.00	30.60	30.60	-	0.00
	Statistical Neighbours	23.01	26.92	28.29	32.11	34.11	32.55	32.94	33.20	32.99	-	-0.21
970	England	26.90	29.70	32.00	34.10	35.30	35.70	36.40	36.30	35.90	-	-0.40

Local Authority, Region and England											
		Trend	Latest National Rank	Quartile Banding	Up to and including	Up to and including	Up to and including	Up to and including			
382	Kirklees	↓	37	A	27.63	31.80	40.63	62.60			

At level 2, a similar pattern is shown, with a slight dip in performance reflecting national trends, and overall performance in the top quartile at 70.7%, compared with 61.7% in Y&H, 63.75% in statistical neighbours, and 66.4% nationally, ranking 32/152.

Local Authority, Region and England												
		2009	2010	2011	2012	2013	2014	2015	2016	2017	-	Change from previous year
382	Kirklees	51.50	55.20	61.00	63.90	72.70	68.40	75.20	76.00	70.70	-	-5.30
982	Yorkshire and The Humber	49.90	55.20	59.20	62.80	66.80	66.50	68.20	67.20	61.70	-	-5.50
	Statistical Neighbours	53.28	57.11	62.53	66.42	69.75	68.38	69.67	68.12	63.75	-	-4.37
970	England	57.50	61.50	65.40	68.90	70.80	71.30	72.00	70.40	66.40	-	-4.00

Local Authority, Region and England											
		Trend	Latest National Rank	Quartile Banding	Up to and including	Up to and including	Up to and including	Up to and including			
382	Kirklees	↓	34	A	60.38	64.80	70.38	84.20			

The overall inequality⁹ gap concerning the achievement of a L3 qualification by 19 in Kirklees is lower than that of national and regional averages and statistical neighbours,

⁹ $(x/y - w/z) * 100$

The Calculation is performed at Local Authority level, where:

X = The number of young people that were studying in the local authority at academic age 15 and in receipt of free school meals, that have passed the level 3 threshold (i.e. achieved 100% of a Level three by the definitions above) by the end of the academic year in which they turn 19.

Y = The number of individuals identified as being in receipt of free school meals at academic age 15 studying in that Local Authority, taken from the January termly School Census count for the relevant year (includes only individuals in maintained schools).

W = The number of young people that were studying in the local authority at academic age 15 and identified as not in receipt of free school meals, that have passed the level 3 threshold (i.e. achieved 100% of a Level three by the definitions above) by the end of the academic year in which they turn 19.

Z = The number of individuals identified as not in receipt of free school meals at academic age 15 studying in that Local Authority, taken from the January termly School Census count for the relevant year (includes only individuals in maintained schools).

ranking 50/152 and towards the top of the B quartile, though there is a slight increase in this gap from 2016.

ETHNICITY

National data on performance by learners of different ethnic backgrounds is minimal Post-16. One indicator is the overall achievement rate. NART 2017 indicates that at the 3 main Colleges all groups of learners tend to achieve at a rate above national averages.

There is some disparity in both SFCs between learners with African ethnicity and their white peers though the gap is minimal and both groups perform above overall national average. In GFE, the pattern is reversed, with African, Pakistani and Indian ethnic background learners achieving slightly higher than white peers, though this is broadly reflective of national trends in GFE.

8.1 STRATEGIC AREAS FOR OUTCOMES IMPROVEMENT – OUTCOMES (LA PRIORITIES)

- Maintain excellent, top quartile Post-16 performance in Kirklees and increasing the number of metrics where top quartile performance is in evidence
- Address some areas of current inconsistency across the Post-16 sector, such as progress measures in some SSFs and English and Maths resit performance in GFE

9.1 KS4 – KS5 PROGRESSION AND NEET FIGURES

As at 12/18, the vast majority of Kirklees Resident year 11 leavers from summer 18 were studying at the 3 main Huddersfield Colleges. Of the total cohort, 34% were in GFE, 17% were in SSFs, and 39% were in SFCs. 2% were NEET and 0.4% were unknown.

Comparative NEET performance is strong in Kirklees overall. The table outlines the performance of Kirklees against the average of 10 statistical neighbours using data from the NCCIS. A key variable in the low NK% is the work from C&K careers and the significant investment in tracking and monitoring.

	Academic Age16-17 (Y12-Y13) NEET %	Y12 NEET%	Y13 NEET%	Academic Age 16 - 17 (Y12-Y13) NK %	Y12 NK%	Y13 NK%	Academic Age 16 - 17 (Y12-13) In Learning %	Y12 In Learning %	Y13 In Learning %
Kirklees	2.7%	1.7%	3.6%	0.8%	0.2%	1.3%	93.6%	96.8%	90.4%
Stat neighbours average	3.4%	2.7%	4.2%	2.7%	1.6%	3.8%	91.4%	94.4%	88.3%

Kirklees’ overall NEET+NK figures are in the 2nd quintile, representing a very good performance and much stronger than regional and national averages.

NEET data, Kirklees year 11 leavers as at July 18:

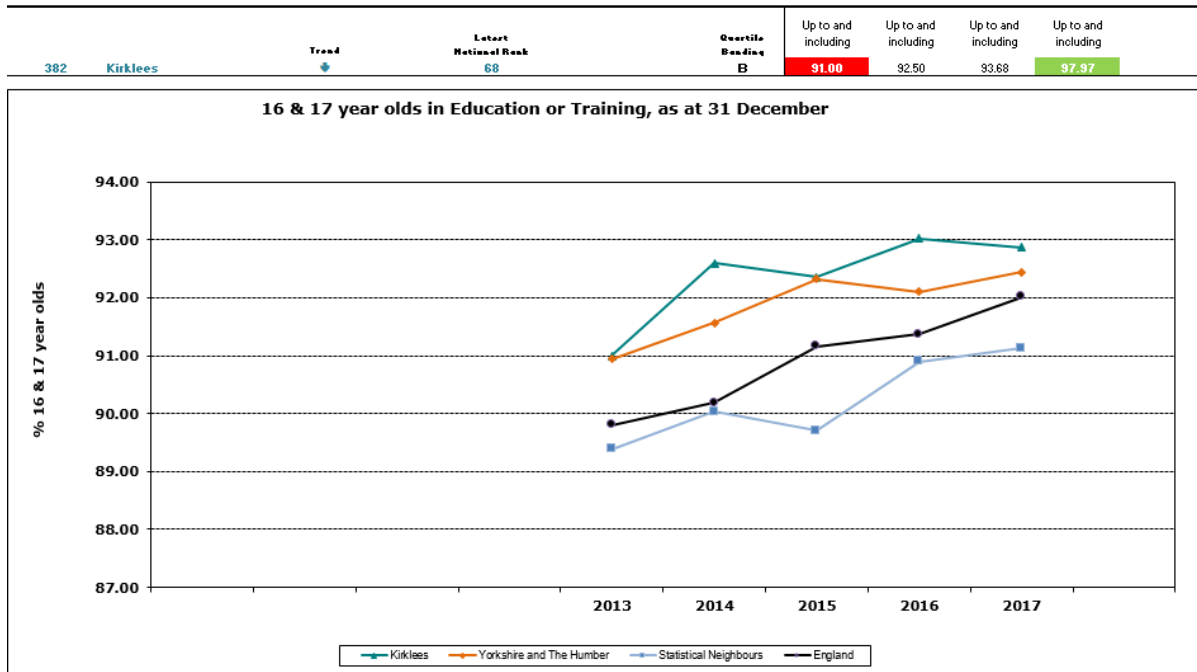
	Yr 12	Yr 13	Yr 12-Yr 13 Total
Cohort total	4926	4971	9897
EET Total	4808	4709	9517
In education, post Year 11	4477	3991	8468
School Sixth Form	855	806	1661
Sixth Form College	1907	1731	3638
Further Education	1681	1414	3095
Higher Education	1	1	2
Part time Education	12	31	43
Gap Year students	0	0	0
Full time education - Other	15	8	23
Special Post-16 Institution	4	0	4
Full time education – custodial institution (juvenile offender)	2	0	2
Employment	319	684	1003
Apprenticeship	269	491	760
Full time employment with study (regulated qualification)	4	7	11
Employment without training	25	74	99
Employment with training (other)	12	84	96
Temporary employment	0	3	3
Part Time Employment	9	22	31
Self Employment	0	3	3
Self-employment with study (regulated qualification)	0	0	0
Work not for reward with study (regulated qualification)	0	0	0
Training	6	12	18
ESFA funded Work Based Learning	0	1	1
Other training (eg non-ESFA funded private training organisations)	1	1	2
Training delivered through the Work Programme		0	0
Traineeships	5	10	15
Supported Internship	0	0	0
Re-engagement Provision	6	22	28
NEET Group	97	180	277
Available to labour market	80	141	221
Working not for reward	1	3	4
Not yet ready for work or learning	13	34	47
Start date agreed (other)	1	1	2
Start date agreed (RPA compliant)	2	6	8
Seeking employment, education or training	63	97	160
Not available to labour market	17	39	56
Carer	0	1	1
Teenage parents	1	6	7
Illness	13	22	35
Pregnancy	1	5	6
Religious grounds	0	0	0

Unlikely to be economically active	0	1	1
Other reason	2	4	6
Other (not EET or NEET)	0	0	0
Custody (young adult offender)	0	0	0
Refugees/Asylum seekers	0	0	0
Current situation not known	21	82	103
Current situation not known	16	41	57
Cannot Be Contacted	5	23	28
Refused to disclose activity	0	0	0
Currency Expired - EET	0	18	18
Currency Expired - Other	0	0	0
Progress	Yr 12	Yr 13	Yr 12-Yr 13 Total
RPA			
Participating in education and training	96.5%	90.5%	
Meeting the Duty	96.5%	90.5%	
Participating in RPA compliant education and training	96.3%	89.9%	
Working towards meeting the duty	0.2%	0.6%	
Temporary break from Learning	0.3%	0.7%	
Not Known %	0.4%	1.6%	1.0%
In Learning %	96.5%	90.5%	93.5%
NEET %	2.0%	3.6%	2.8%
NEET + Not Known %	2.4%	5.3%	3.8%

The year 13 figures indicate the significance of retention, in-year support and IAG in terms of the NEET cohort; 1.6% not known figures indicate a 4 fold increase between years 12 and 13, and almost 1 in 10 Kirklees learners in year 13 were either working without training, unknown, or NEET, despite the overall very positive picture for Kirklees NEET + unknown and excellent performance at the top of the B quintile. This is positive in relation to statistical neighbours yet represents a key challenge for future amelioration.

10.1 SEN/D DESTINATIONS AND PROGRESSION KS5 (16/17 AND 17/18)

Kirklees' overall ET rate is very strong compared with national averages and well above statistical neighbours. Information for the Local Authority Interactive Tool will include the most 17/18 recent data from May 2019, however triangulation from other sources such as C&K Careers tracking and monitoring reinforces the positive picture overall.



The % of 16 and 17 year olds being offered places in education or training has plateaued but remains above statistical neighbours and the national average, and equal to Yorkshire and the Humber at 96% in 2017. The most recent C&K data quarterly reporting confirms this positive picture.

NEET+not known figures for the authority are very good, with clear and effective tracking of the cohort and targeted interventions. C&K Careers reporting is in accordance with the most recent data confirming that NEET figures in years 12-13 are well below national averages, with only 3.5% either not known or NEET, against a statistical neighbour average of 6.1%, a Y&H average of 6.0% and an England average of 5.3%.

	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18
Kirklees	3.9%	3.8%	4.2%	4.6%	4.7%	5.2%	6.2%	7.0%	11.9%	7.3%	5.1%	3.8%
Statistical neighbours	5.9%	5.7%	6.2%	6.3%	6.4%	6.4%	7.5%	7.8%	26.9%	10.8%	8.6%	7.4%
Yorkshire and Humber	5.8%	5.3%	5.4%	5.5%	5.6%	5.7%	6.0%	16.0%	21.5%	12.9%	8.5%	6.8%
England	5.8%	5.5%	5.6%	5.8%	5.8%	6.1%	6.7%	11.6%	31.3%	14.2%	8.3%	6.4%
Rolling TARGET	5.8%	5.5%	5.7%	5.9%	5.9%	6.1%	6.7%	11.8%	26.6%	12.6%	8.5%	6.9%

Rolling TARGET - average of S/N, Y&H & England

RAG - Key

Kirklees

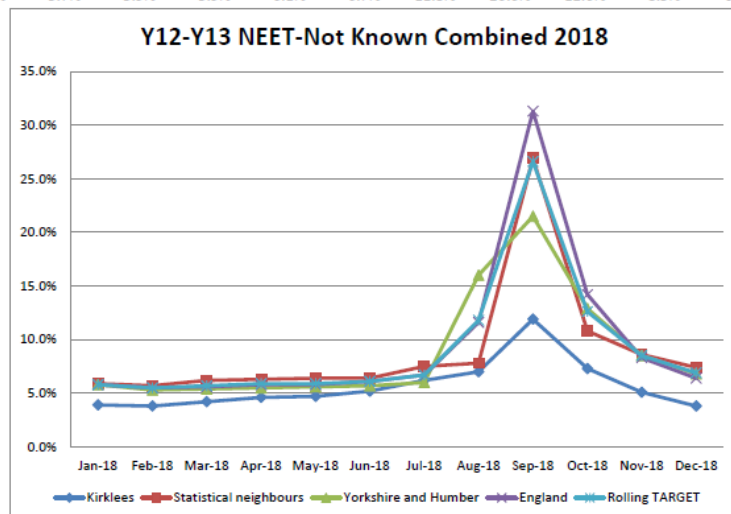
- Green = equal or better than target
- Amber = with 15% of target
- Red = over 15% of target

Statistical neighbour & Y&H

- Green = Kirklees better than or =
- Red = Kirklees worse than

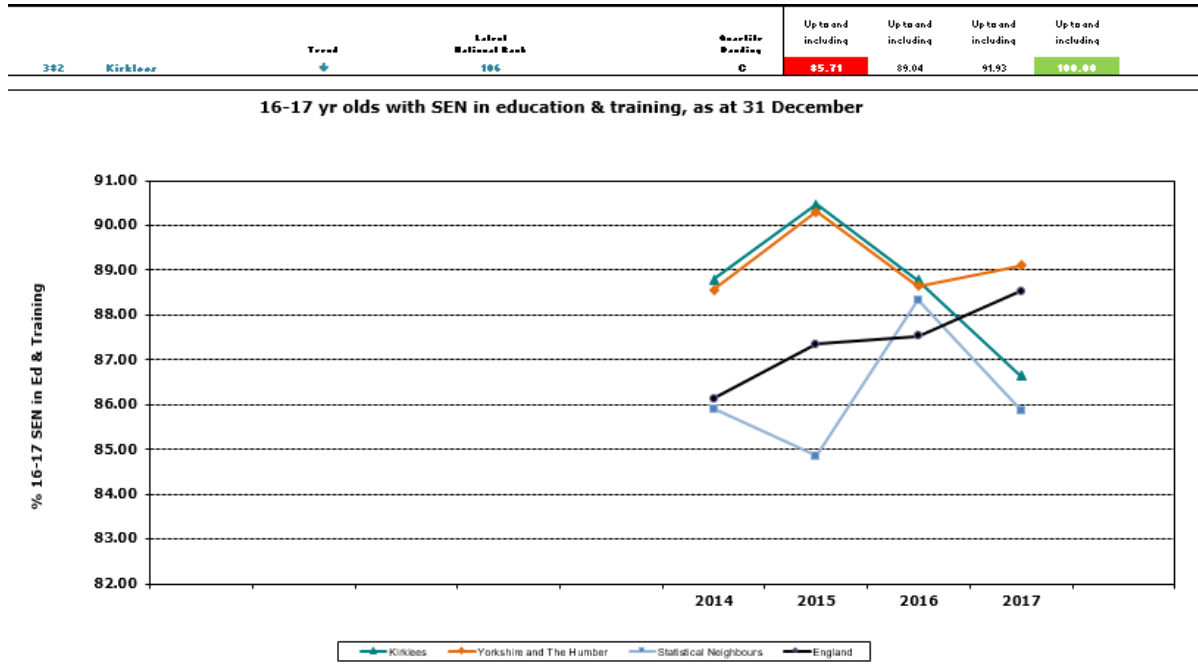
England

- Green = Kirklees better than or =
- Red = Kirklees worse than

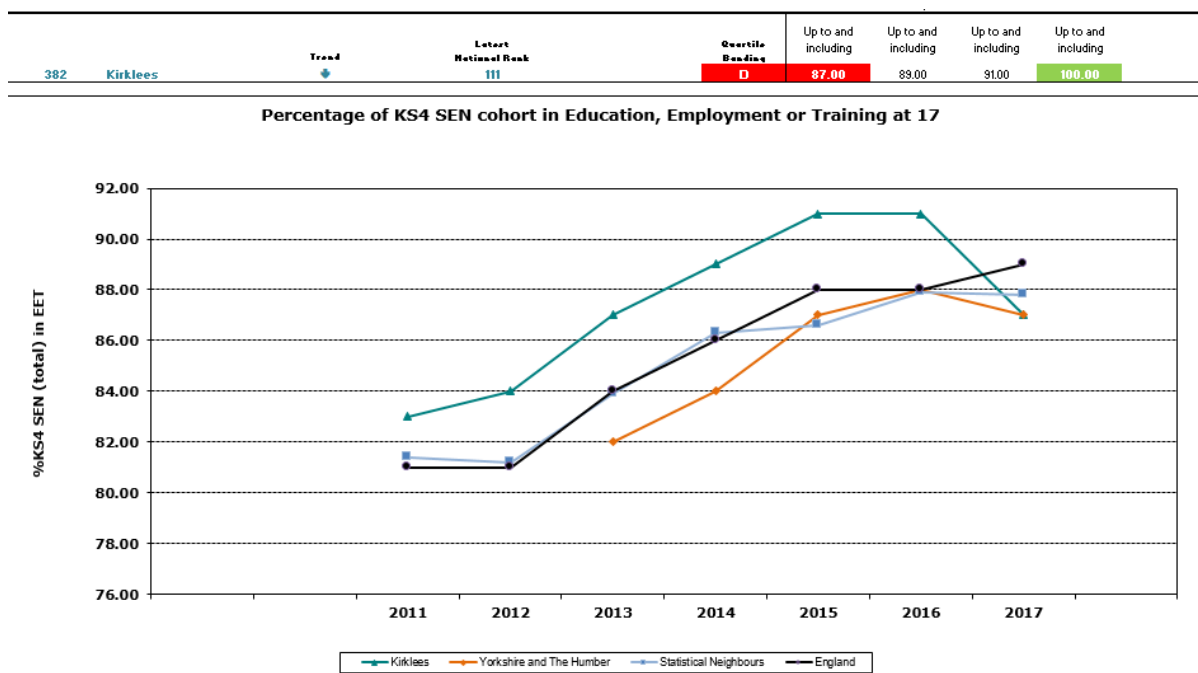


10.1.2 SEN STUDENTS: ACCESS TO THE POST-16 SYSTEM

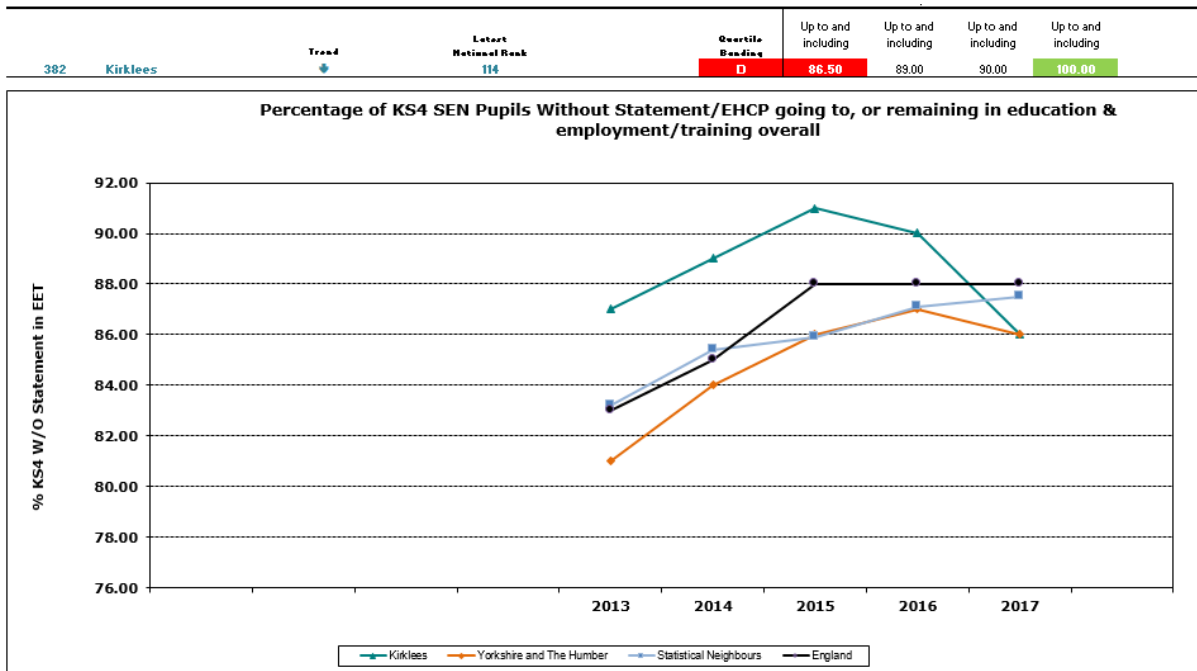
Overall, it is clear then that 16 and 17 year olds in Kirklees have high rates of engagement with education and training and their chance of becoming NEET is low. However, SEN learners do not reflect this more generally positive picture. ET rates for Kirklees young people identified as with SEN at school have dipped to below regional and national averages in recent years, with C quartile performance in the most significant areas:



A similar pattern is reflected in the SEN cohort's EET rate at age 17, which has fallen to below national averages for the first time, into D quartile banding, from a traditionally positive position:



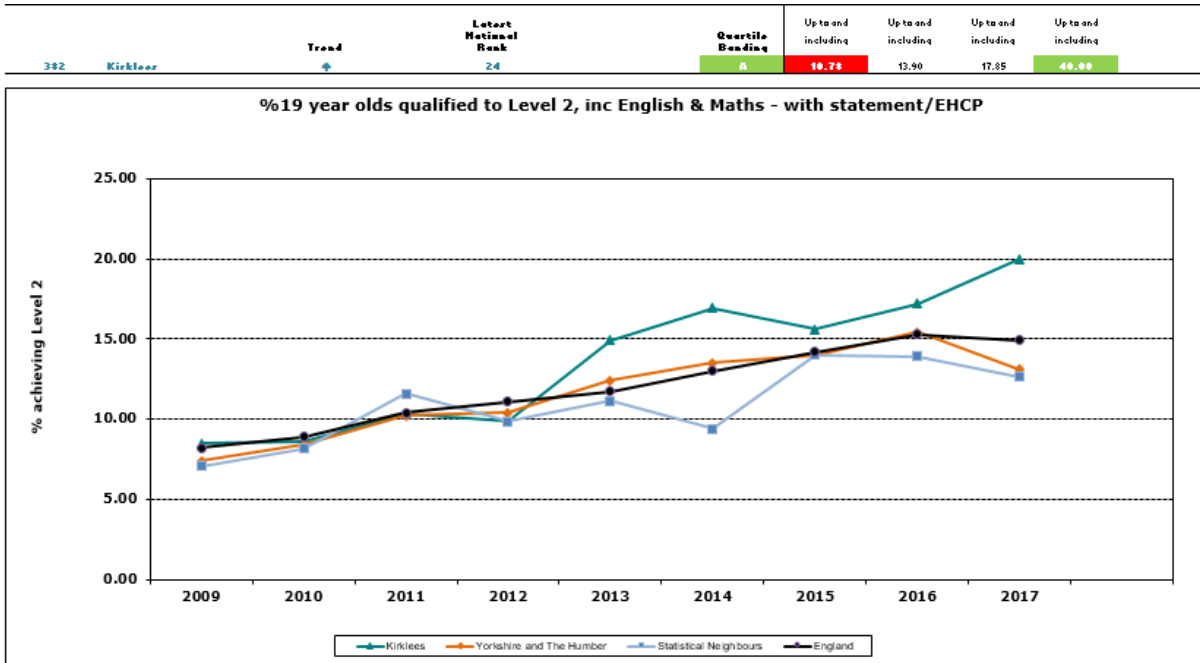
This pattern is repeated in overall EET figures including SEN without EHCP:



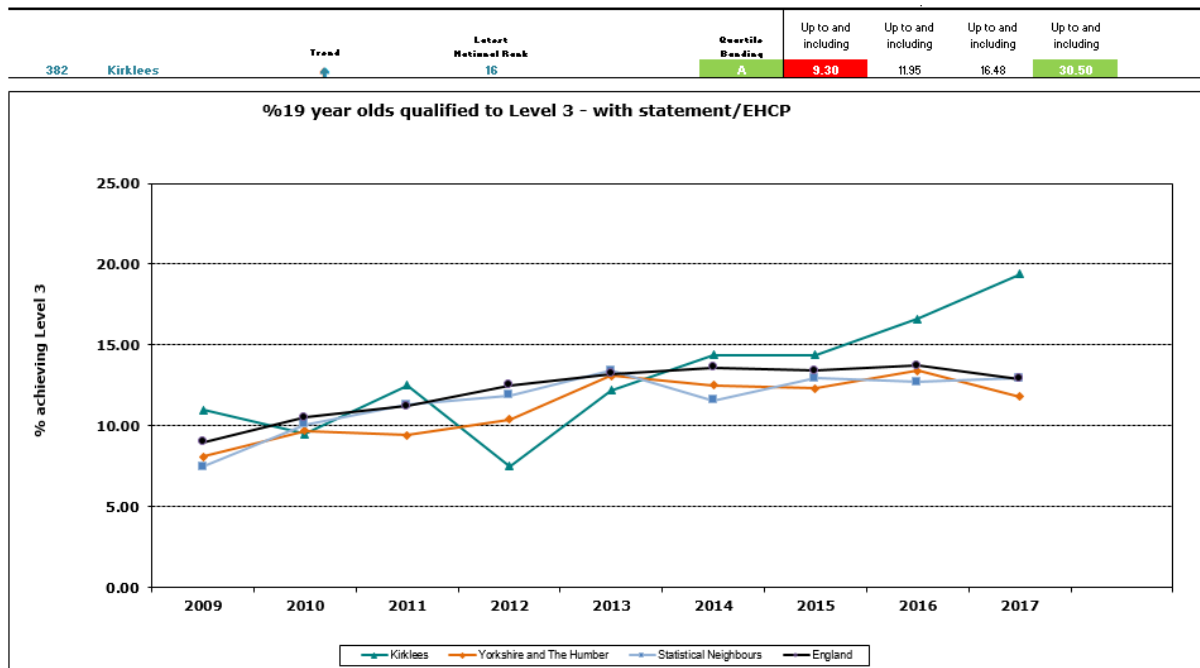
It is clear that increasing and statistically significant numbers of learners identified as SEN at school are not moving on to positive destinations Post-16. The strong picture of low NEET + not known rates and high EET rates across the authority area may mask a specific issue with SEN learners' access to education and training Post-16.

10.1.3 SEN/D ATTAINMENT AND PROGRESS IN POST-16 SYSTEM

However, learners identified with SEN in school who are engaged in the Post-16 education and training environment in Kirklees perform in the top quartile nationally, ranking 24/152. The overall level of attainment for those with a statement or EHCP is generally well above regional and national benchmarks, with a consistently rising top quartile performance. The % of SEN 19 year olds with an EHCP qualified to L2 inc. English and Maths has doubled within a decade on a strong upward trend:



There is a similar pattern at L3, with top quartile performance, a ranking of 16/152, and a steady increase in overall achievement:



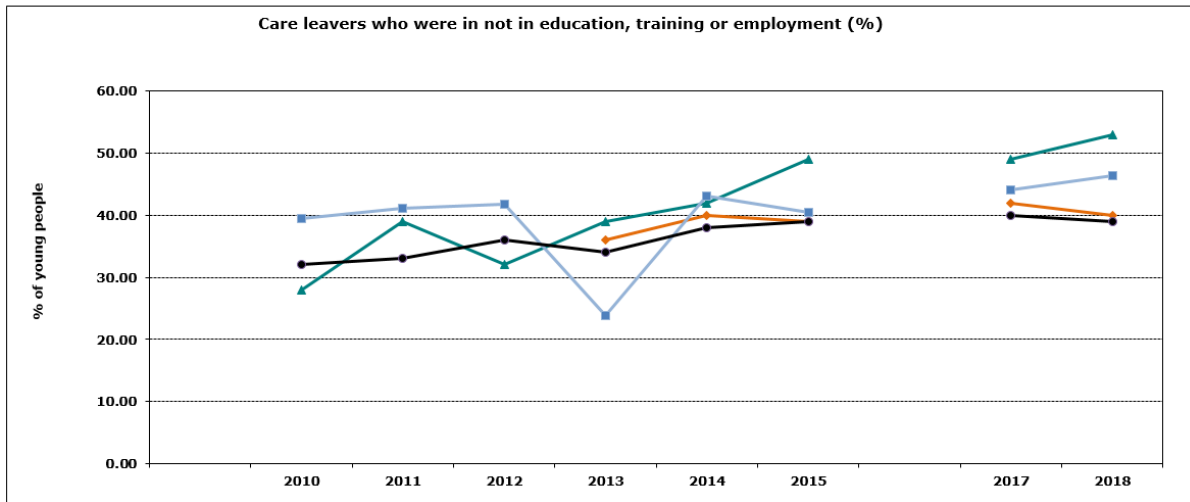
It may be that dips in ET% for learners with SEN overall might work through to dips in achievement and progress with the next two years (fewer numbers entering the system = fewer 19 year olds gaining L2 or 3 qualifications overall, with a lag of 2-3 years) however it is clear that the Post-16 system overall is providing excellent opportunities to SEN learners within it compared with national average performance.

10.1.4 CARE LEAVERS ATTAINMENT AND PROGRESS IN POST-16 SYSTEM

A further concern is the NEET rate for care leavers, with a rising number of children not engaged in employment or training Post-16. Performance of the LA is in the D quartile, rising in 2019 to 53% and 123rd of 152 local authorities. This rate is almost one order of magnitude higher than amongst care leavers' peers in Kirklees.

Local Authority, Region and England			2010	2011	2012	2013	2014	2015		2017	2018	Change from previous year
382	Kirklees	-	28.00	39.00	32.00	39.00	42.00	49.00	-	49.00	53.00	4.00
982	Yorkshire and The Humber	-	-	-	-	36.00	40.00	39.00	-	42.00	40.00	-2.00
	Statistical Neighbours	-	39.50	41.10	41.75	23.90	43.10	40.50	-	44.10	46.38	2.28
970	England	-	32.00	33.00	36.00	34.00	38.00	39.00	-	40.00	39.00	-1.00

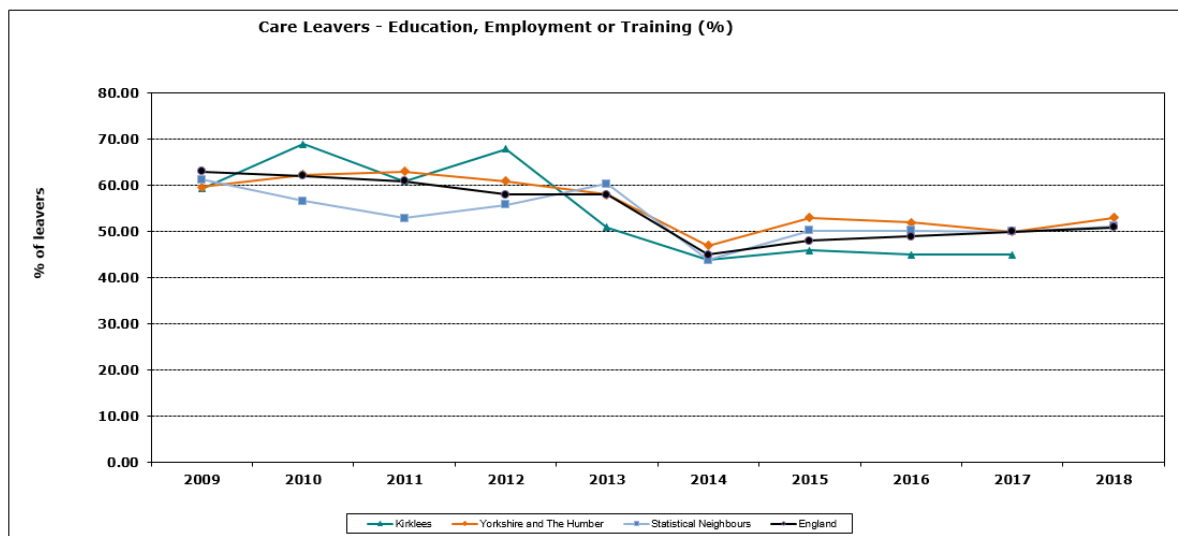
		Trend	Latest National Rank	Quartile Banding	Quartile bands			
382	Kirklees	↑	123	D	Up to and including 32.00	Up to and including 40.00	Up to and including 46.00	Up to and including 58.00



The trend here is also concerning, with steady upward growth in Care leaver NEET since 2019, and a continued rise even as regional and national averages begin to fall since 2017. This is further reflected in the Care Leaver EET rate, which has stabilised but as was only 45%, nearly five times higher than amongst their peers and 5% below Y&H and national averages.

		2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
382	Kirklees	59.30	69.00	61.00	68.00	51.00	44.00	46.00	45.00	45.00	-
982	Yorkshire and The Humber	59.70	62.40	63.00	61.00	58.00	47.00	53.00	52.00	50.00	53.00
	Statistical Neighbours	61.37	56.70	52.89	55.90	60.40	43.90	50.20	50.20	50.00	51.14
970	England	63.00	62.10	61.00	58.00	58.00	45.00	48.00	49.00	50.00	51.00

		Tread	Latest National Rank	Quantile Bands	Up to and including	Up to and including	Up to and including	Up to and including
382	Kirklees	↔	-	Quantile Banding	47.00	52.00	58.00	77.00



Virtual school reporting is also useful in targeting the areas of risk for care leavers. According to Virtual School reporting, as at November 2017, 85% of June 2017 year 11 leavers were recorded as participating. Since this statistic has been recorded – 2009 – the figure has increased year on year until 2017, with a significant spike in 2016 of 93%. Although the 2017 figure is lower than in 2016 it is in line with the 2015 figures and the steady increase reported since 2009.

In June 2018, 82% of the 66 cohort were in learning with 64% remaining in their placement from September 2017. The Virtual School continuously monitors the movements of Year 12 in order to offer a more comprehensive insight into the challenges faced by our young people. It is clear that longer term support within a placement in education or training Post-16 is more of an issue currently; problems with retention intensify throughout the course of study: 82% is c. 6-12% below peer groups, depending on the type of learning or training environment, and 64% is up to 25-30% lower than non-care leaver peers.

Though detailed performance data is difficult to ascertain for the looked after cohort - given the small sizes and lack of detailed LAI or DfE performance data - internal virtual school reporting indicates that year 12-13 progression is much lower in care leavers. This suggests issues with IAG, overall attainment and progress, in-year support, and planning for longer term progression should be the focus for future improvement.

10.1.5 ELECTIVELY HOME EDUCATED ATTAINMENT AND PROGRESS IN POST-16 SYSTEM
 A further developing challenge is the rising number of Electively Home Educated young people in Kirklees in relation to Post-16 progression. Of 34 Electively Home Educated year 11s in 2017/18 supported by C&K careers, the NEET+not known rate as at 02/19 was 24%, over 5 times that of their peers. The true picture here may well be even more challenging, as some young people are not currently engaged. It is also

significant that a far higher proportion of EHE year 11s went on to study level 1 and 2 in GFE than their peers, indicating much lower GCSE performance.

Whilst parents have every right to remove children from mainstream education and whilst it is perfectly possible for EHE to provide excellent educational quality, the chances of progression into successful Post-16 training or learning is clearly lower than in the non-EHE cohort. This challenge will require further targeted support.

10.2 STRATEGIC AREAS FOR IMPROVEMENT, SEN/D PROGRESSION (LA PRIORITIES)

- Reverse the downward trend in SEND EET and the upwards trend in SEND NEET, so that Kirklees young people - with and without EHC Plans - have an increased chance of successful Post-16 transition, progress and success
- Narrow the achievement and Post-16 engagement gaps between care leavers and their peers
- Develop more capacity and up-skilling the existing Post-16 workforce in Kirklees, in order to address a predicted rise in the SEND cohort, particularly those with SEMH needs, as well as the general predicted rise in those requiring mental health support
- Revitalise the Post-16 and transition markets by involving the third sector, ESIF funding streams and alternative provision in order to develop a more thriving alternative curriculum, supported transitions and targeted NEET support
- Increase collaboration and peer support between the Post-16 providers and between the special school, school and Post-16 sectors

11.1 APPENDIX 1 OFSTED AND THE NEW EIF

The Common Inspection Framework will change to a new Education Inspection Framework from 2019. The biggest change to the judgement areas of an inspection is the 'Quality of Education' element. This covers both the old 'outcomes' judgement and the general overall quality of teaching and learning. The curriculum offer is also crucial in this regard. The move away from direct evaluation of outcomes (this data will of course inform inspection judgements) occurs alongside a change in philosophy to the inspection hypothesis.

Intent, Implementation and Impact are now the most significant umbrella concepts when judging the quality of education overall. This is significant in a Post-16 environment where vocational courses are prevalent. Superb outcomes in BTEC courses, particularly old-model QCF ones, may not sufficiently show an intent for superb quality of education. Even if the outcomes, or *impact*, are be positive, a choice to deliver a QCF rather than new RQF curriculum simply because high grades are perceived as achievable may not show a positive intent.

Similarly, the focus across the EIF on 'long-term knowledge' may require a change to pedagogical focus and further investment in training. Ofsted's focus is increasingly on knowledge: not simply memorisation, but a long-term alteration to thinking, skills and abilities. The assessment methods on some vocational courses have not traditionally focused on this type of learning. This may offer a challenge in GFE institutions in

particular and may require significant investment in CPD and updating of quality improvement systems.

More simply: superb outcomes will no longer equate to superb education, let alone an outstanding OfSted grade. Preparing for the impact of not only the new EIF but ongoing curriculum change will be vital if Kirklees' GFE, SSF and SFC providers are to maintain their impressive current positions.

11.2 STRATEGIC AREAS FOR IMPROVEMENT, NEW EIF

- Ensure that all aspects of the Post-16 system are prepared and proactive in their readiness for the new Education Inspection Framework and new developments in curricula and assessment
- Increase communication and shared working between all aspects of the Post-16 system, and between the special, secondary and Post-16 sectors

12.2 APPENDIX 2 SECONDARY KS4-5 DESTINATIONS, GATSBY AND EMPLOYABILITY

The table below outlines the destinations data of mainstream secondary providers in Kirklees as at 01/19.

The table allows for exploration of the relative quality of education in the institution according to OfSted criteria, the current quality of careers and employability provision, with overall results and overall destinations. Gatsby achievement is constantly being updated and the following represents a snapshot as at 01/19.

There are no overall patterns across provision in terms of careers and employability standards and the destinations of learners, however there are some interesting anomalies. Significantly, schools with excellent Ofsted reports, positive results and good progress do not always have positive destinations figures, and often these are considerably lower than in lower-performing schools at KS4.

It is also significant that there is not always a relationship between better results at GCSE and the destinations of learners. Given the outstanding performance of the SFCs in Kirklees and the generally higher starting point of learners in these institutions, it is to be expected that higher attainment 8 scores would translate to higher applications to SFCs. However, some Kirklees secondary schools have excellent results and are OfSted grade 1 or high 2, yet a very small % of their year 11 cohort go on to attend SFCs. It is also interesting that these institutions have low positive destinations figures. This may reflect geographical issues such as the lack of a SFC in North Kirklees and the travel out of area for KS5 in Dewsbury, or the generally lower achievement rates and retention rates in GFE compared with SFCs, usually attributed nationally to differences in respective cohorts.

A similar issue can be presented in terms of access to high-quality apprenticeship provision, where Kirklees College GFE achieves outstanding results: the large disparity in terms of take-up of apprenticeships across Kirklees schools may simply reflect student choice, but may also indicate differences in careers, employability and progression foci within the secondary institutions, and again may imply inequality in

terms of geographical access. Kirklees College's new Springfield Centre in Dewsbury and its plans for further developments in North Kirklees should go some way to addressing geographical inequalities.

It will be important to explore in future whether increased Gatsby and employability excellence translates into increased positive destinations data in changes to the choice of progression routes for learners.

12.2 STRATEGIC AREAS FOR IMPROVEMENT, GATSBY AND EMPLOYABILITY

- Work closely with the WYCA Careers Hub to improve Gatsby performance in Kirklees schools to at least the average for the WYCA
- Further analyse progression dips in Kirklees schools and target improvements in IAG, training and employability engagements

Ofsted	Progress 8	Attainment 8	Positive destination %, 2016 leavers	Quality in Careers Standard C&K	Gatsby 1 %	GATSBY total /8 benchmarks fully achieved	Apprenticeship	Further Education	School Sixth Form	Sixth Form College
2	-0.18	40.1	96	Lapsed	58	2	5.60%	36.00%	5.60%	48.80%
3	-0.71	35	93	non	70	4	5.56%	41.67%	2.78%	41.67%
1	0.71	50.4	92	Hold	100	8	1.43%	29.52%	43.81%	20.48%
2	0.42	49.5	100	Hold	76	3	4.71%	30.59%	42.35%	21.18%
2	0.38	49.8	92	non	17	3	4.58%	42.48%	5.23%	41.18%
	-0.11	44.5	91	Hold	100	3	2.96%	37.28%	33.73%	23.67%
3	-0.23	41.5	92	non wt	76	2	6.97%	36.82%	5.47%	43.28%
1	0.5	72.7	98	Hold	82	2	0.00%	2.47%	64.20%	32.72%
2	0.11	53.7	97	Hold	64	3	4.94%	16.73%	3.80%	73.76%
2	0.34	52.9	96	Hold	100	5	8.88%	19.31%	0.77%	68.73%
2	-0.08	47.5	94	Hold	83	2	12.99%	26.55%	0.56%	55.93%
2	0.77	52.2	90	non wt	52	3	7.69%	42.74%	15.38%	25.64%
1	0.05	39.9	94	Lapsed wt	76	2	0.58%	42.77%	2.31%	52.02%
2	-0.36	39.3	91	non	100	1	1.37%	36.99%	15.07%	38.36%
4	-0.44	40.1	95	non wt			8.26%	33.88%	1.65%	47.11%
2	-0.01	35.7	88	lapsed	64	4	2.00%	44.00%	3.00%	44.00%
	-0.52	38.1	94	awaiting	52	1	4.68%	33.33%	1.17%	54.39%
2	-0.33	46	97	non	70	4	3.85%	26.15%	1.15%	64.62%
1	0.39	51.1	98	non	88	2	10.33%	29.48%	27.36%	30.09%

2	-0.43	37.5	93	Hold	82	3	5.06%	54.49%	7.87%	20.79%
4	-0.38	42.8	94	Hold	70	1	10.15%	24.87%	47.72%	14.21%
3	-0.39	47.8	96	non	100	3	3.88%	24.57%	38.36%	28.45%
	0.03	44.4	90	non	29	1	6.45%	45.16%	10.97%	31.61%
	-0.05	37	na	Hold	94	6	0.00%	49.51%	30.10%	13.59%
2	0.44	41.2	86		47	2	1.74%	54.65%	22.67%	14.53%
2	-0.4	41.9	92	Hold	100	8	7.11%	47.87%	5.21%	31.28%

