



CYP Select Committee

Post-16 and career pathways

Date: September 2023

Key decision: No

Ward(s) affected: N/A

Contributors: Ruth Griffiths, Head of Access, Inclusion and Participation, Education Services.

Outline and recommendations

Outline

As part of its work programme the Committee has requested a report on Lewisham's Post-16 participation and career pathway outcomes. Officers produce this report annually as part of accountability and performance monitoring.

Recommendations

The Select Committee is asked to note the successful outcomes in the work programme that supports Lewisham young people by:

- Tracking young people aged 16-to-18 to ensure that they are participating in suitable education, employment or training.
- Supporting young people who are at risk of not being in suitable education, employment or training (NEET).
- Working with partners and post-16 institutions to ensure that young people have sufficient and appropriate post-16 provision and career pathways.

1. Summary

As part of its work programme the Committee has requested a report on Lewisham's Post-16 participation and career pathway outcomes. Officers produce this report annually as part of accountability and performance monitoring.

2. Recommendations

2.1 Members are asked to note the information contained in the report.

2.2 The Select Committee is asked to note the successful outcomes in the work programme that supports Lewisham young people by:

- Tracking young people aged 16-to-18 to ensure that they are participating in suitable education, employment or training (NEET).
- Supporting young people who are at risk of not being in suitable education, employment or training.
- Working with partners and post-16 institutions to ensure that young people have sufficient and appropriate post-16 provision and career pathways.

3. Policy Context

- 3.1 Lewisham's 2022-26 Corporate Strategy will continue the fantastic work of the last four years, supporting our schools to improve and increasing the opportunities for young people in Lewisham.

4. Background

- 4.1 This report describes how Lewisham delivers its statutory duty under the Education and Skills Act 2008 relating to the participation of young people aged 16-to-18 (up to 25 with SEND) in education, employment or training.

Since September 2015 all young people are under a duty to participate in education or training until the end of the academic year in which they turn 18. Young people need to continue to study or train in one of three primary routes:

- Study full-time in a school, college or with a training provider.
- Full-time work or volunteering combined with part-time education or training.
- An Apprenticeship or pre-apprenticeship.

The Government's approach is to give local authorities freedom and flexibility to decide how to fulfil those duties.

- 4.2 The report outlines the implementation and delivery of Lewisham's Post-16 Participation Strategy:
- Lewisham Council will act in close collaboration with a range of other projects and partners to deliver the strategy.
 - The accountable officer for the strategy is the Director of Education, and the implementation manager is the Head of Access, Inclusion and Participation.
 - The funding for the delivery of the strategy is contained within the Post-16 Participation budgets.

5. London context on post-16 participation

- 5.1 London has a growing 16–18-year-old population, which is set to expand to 331,892 by 2028¹.

London has an increasingly diverse provider base spread across the city with a broad learning and training offer and there is a highly mobile cohort of young people who are prepared to travel to meet their learning requirements.

There appears to be a link between higher deprivation levels and lower life chances for young people in London with lower attainment in the more deprived areas of the city.

London has historically high participation levels and its overall 16-to-18 year-old participation level is the highest in the country at 97.5 per cent (July 2022)².

Participation varies significantly by borough; some boroughs have nearly over 89 per cent participation and are close to achieving their Participation targets.

The percentage of young people not in education, employment or training (NEET) in London has consistently remained below the national average. The number of 16-to-

¹ http://www.intelligentlondon.org.uk/borough_insight

² http://www.intelligentlondon.org.uk/borough_insight

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18 year-olds whose activity is 'not known' in London remains high with much variation in borough level performance.

- 5.2 London's employment rate among 16-to-24 year olds is the lowest in the country (39.2 per cent) but the unemployment rate is not the worst, with three regions out of 10 performing worse than London. This is likely due to people in education in that age range, so not employed but also not unemployed.

However, in Lewisham, there is a high claimant count (number of people receiving benefits) among 18-to-24 year olds compared to London wide, with London performing worse than the UK as a whole:

Claimant count by age - not seasonally adjusted (June 2023)				
	Lewisham	Lewisham	London	Great Britain
	(Level)	(%)	(%)	(%)
Aged 16+	12,470	5.8	4.9	3.7
Aged 18 To 24	1,855	7.6	5.1	4.8
Aged 18 To 21	895	7.2	5	4.9

5.3 Lewisham context on post-16 participation

Lewisham's 2022-27 Education Strategy sets out how our schools will work together, and how the local authority will work with them, to build an inclusive and high-achieving system of local schools in which all children can succeed; a network of local schools which promotes a positive culture to foster and celebrate achievement, respect equality, and reflect our diversity. There is a particular focus on the following priorities within the Participation strategy:

5.4 Priority 1: a place in a good school/setting for all our children and young people

What we need to do	Measuring success
Work in partnership with providers to develop a relevant and comprehensive post-16 offer for Lewisham, including apprenticeships.	Increased proportion of young people accessing post- 16 provision in the borough.

5.5 Priority 2: supporting all children and young people to reach their potential

What we need to do	Measuring success
Support the development of comprehensive pathways that will enable school leavers to progress their learning and secure positive labour market outcomes, including children looked after and those with SEND.	Low percentage and reduced disproportionality for pupils that become NEET.

- 5.6 The vast majority of 16-to-18 year-olds already continue in some form of education or training. However, the small group of young people not participating includes some of the most vulnerable.

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In June 2023 young people who were participating in learning was at 94.6 per cent, compared well with national and London benchmarks: London at 95.8 per cent, young people nationally at 91.9 per cent.

Lewisham young people who were NEET, was at 1.9 per cent (June 2023), compared well with national and London benchmarks: London NEET 1.7 per cent, young people nationally who were NEET 3.1 per cent.

Also, in June 2023 Lewisham 16-to-18 year-olds who were 'unknown'³ were 2.4 per cent. This is compared to national and local benchmarks: London 'unknown' 1.3 per cent and young people who are 'unknown' nationally 1.9 per cent.

The local authority continues to focus on those who are more vulnerable to becoming NEET, in particular teenage mothers, young carers, young offenders, young people with substance misuse, young people with SEND and our care leavers.

5.7 Lewisham participation, NEETS and unknowns

	Target	Population (16-18)	Participation 'in learning'	Adjusted NEET (16-18)	'Unknown' (16-18)
June 2023 (by residents)	2% NEETs Under 5% Unknowns	6,579	94.6% 6222YP	1.9% 123YP	2.4% 159YP
June 2022 (by residents)	2% NEETs Under 5% Unknowns	6,470	95.1% 6,063 YP	1.8% 99 YP	2.8% 189 YP
June 2021 (by residents)	2% NEETs Under 5% Unknowns	6,378	95.1% 6,152 YP	1.8% 112 YP	2.8% 179 YP

5.8 Lewisham NEET vulnerable groups

Group	June 2022 (% of cohort)	June 2022 (%of NEET)	June 2023 (% of cohort)	June 2023 (%of NEET group)
Children in Care (CLA)	1.4% (85)	21.4%	0.8% (51)	50%
Care Leavers	0.0 (3)	66.7%	0.0% (1)	50%
Pregnant	0.2 (10)	90%	0.0% (3)	66.7%
Teen Mothers	0.1 (7)	100%	0.1% (8)	75%
Refugee / Asylum	0.2 (10)	20%	0.0% (3)	0%
YOS	2.1% (129)	16.9%	1.6% (98)	23.7%
SEND	1.4 (86)	5.8%	0.4 (26)	12%
Sub misuse	0.2 (13)	38.5%	0.3 (19)	55%
Young Carers	0.2 (11)	50%	0.1% (7)	14.3%

5.9 Volumes

Projections show a five per cent increase in total resident learner (aged 16-to-18) volumes in Lewisham over the five years⁴.

4.10 Lewisham travel to study

The majority of Lewisham residents aged 16-18 do not continue their studies after school within Lewisham. As can be seen in the table below just 36 per cent continue

³ Current Situation Not Known

⁴ http://www.intelligentlondon.org.uk/borough_insight

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their studies within Lewisham with the rest travelling to neighbouring boroughs. Lewisham also imports 1346 young people to post-16 learning, which is usual practice across neighbouring and London boroughs. Young people, in making their post-16 pathway choices, travel to alternative programmes not on offer in Lewisham and travel is convenient throughout the London transport network.

Travel to study borough 'in learning' residents	Number	Percentage
Lewisham	2,124	36%
Bromley	1,156	17.5%
Greenwich	738	11.2%
Bexley	419	6.3%
Southwark	513	7.8%
Croydon	243	3.6%
All others	1,406	18%
Total	6,599	100%

5.11 Enrolments in Lewisham post-16 institutions

Spring 2023 Census	Year 12	Year 13	Year 14
Haberdashers' Hatcham College	132	140	
Haberdashers' Knights Academy	115	144	
Sydenham School	123	141	
Sedgehill Academy	25	38	
Forest Hill School	113	90	
Prendergast School	135	209	
Greenvale School	19	21	17
Drumbeat ASD School	9	10	17
Christ the King Sixth Form College	930	450	
Lewisham College (16-18)	319	336	240

5.12 Supply of places

Based on Lewisham residents (aged 16-to-18) who stayed in borough for post-16 study (2124) and imported learners (1709) there are sufficient places in Lewisham institutions to meet these learner needs.⁵

⁵ (Source: June 2023, NCCIS).

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The capacity of Lewisham post-16 institutions is c. 4500 with potential supply outstripping current demand by almost 15 per cent.

This spare capacity could absorb growth in the 16-to-18 population, changes in travel to study patterns and any in or out of borough changes to the post-16 landscape.

5.13 Quality of post-16 provision in Lewisham

Ofsted inspects post-16 providers. Of the 10 current post-16 providers, all sixth forms are graded by Ofsted as good and better:

School / College	Date of Last Ofsted	Overall Effectiveness
School Sixth Form		
Forest Hill School (SFH6)	October 2021	Requires Improvement Sixth Form – Good
Haberdashers' Hatcham College	February 2019	Good Sixth Form – Good
Haberdashers' Knights Academy	July 2017 / March 2023	Good Sixth Form – Good
Prendergast School	November 2013	Outstanding
Sedgehill School	September 2022	Good Sixth Form – Good
Sydenham School (SFH6)	May 2017 / September 2022	Good
Special Sixth Form		
Greenvale School	June 2023	Good
Drumbeat School and ASD Service	April 2019	Good (16-19 – 1) Sixth Form – Outstanding
FE or Sixth Form College		
Lewisham College (NCG)	January 2022	Good
Christ the King Catholic Sixth Form College	April 2017	Good

5.14 Post-16 statutory duties and responsibilities

Lewisham has responsibilities to support young people into education or training, which are set out in the following duties to:

- To secure sufficient suitable education and training provision for all young people in Lewisham who are over compulsory school age but under 19 or aged 19 to 25 with SEND and for whom an Education, Health and Care (EHC) plan is maintained⁶; and
- To make available to all young people aged 13-19 and to those between 20 - 25 with special educational needs and disabilities (SEND), support that will encourage, enable or assist them to participate in education or training⁷.

In addition the statutory duties for Participation⁸ are:

- to promote the effective participation in education and training of 16-to-18 year olds

⁶ Sections 15ZA and 18A of the Education Act 1996 (as inserted by the Apprenticeships, Skills, Children and Learning Act 2009))

⁷ Section 68 Education and Skills Act 2008

⁸ <https://www.gov.uk/government/publications/participation-of-young-people-education-employment-and-training>

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- in their area with a view to ensuring that those persons fulfil the duty to participate in education or training;⁹; and
- to make arrangements to establish the identities of those not participating and who are failing to fulfil the duty to participate in education or training¹⁰.

Local authorities must champion young people's learning by identifying quality issues and gaps in provision for:

- a) persons in our area who are over compulsory school age but under 19, and
- b) persons in our area who are aged 19 or over but under 25 with SEND.

The Participation Strategy is central to the delivery of the Participation statutory duty. There is a Participation and Engagement Strategy Group in place to support the work of the strategy. It is led by the CYP Directorate and comprises the other CYP colleagues, Adult Learning Lewisham, Lewisham Sixth forms, Lewisham College and Christ the King Sixth Form College, DWP, alternative providers and government funded providers & initiatives.

The local authority tracks the participation of young people in education and training, and ensures that young people who are not in education, employment or training (NEET) are supported to participate. This means that local authority already collects information to identify young people who are not participating, or who are at risk of not doing so and ensures that all 16-to-18 year-olds receive an offer of a suitable place in education or training by the end of September each year¹¹.

In Lewisham, the local authority continues to support and monitor schools and colleges to deliver this duty and still retains the duty to support vulnerable young people which includes Looked after Children, Care Leavers, Teenage Pregnant, Refugee / Asylum seekers, Youth Offenders, SEND, Substance Misuse and Young Carers.

5.15 **Ensuring independent and impartial information, advice and guidance**

Schools and colleges have a responsibility to set young people on the path that will secure the best outcome which will enable them to progress in education and work and give employers the highly skilled people they need. That means schools and colleges must act impartially, in line with their statutory duty or contractual requirement, and not show bias towards any route, be that academic or technical. They should promote a full range of technical options¹².

All secondary schools and colleges are expected to use the internationally recognised Gatsby Benchmarks¹³ (non-statutory) to develop a careers programme that increases opportunities for young people to access everything from experiences of the workplace and personal guidance with a careers adviser, to engagement with employers, colleges, training providers and universities. It is vital to ensure that all young people are aware of the benefits of apprenticeships, T Levels, HTQs and other approved technical education qualifications and can consider them, alongside academic options, when making decisions about their next steps.

Schools and colleges should understand and plan for how careers guidance features in Ofsted's Education Inspection Framework and in the individual handbooks for

⁹ Section 10 ESA 2008

¹⁰ Section 12 ESA 2008

¹¹ <http://www.education.gov.uk/childrenandyoungpeople/youngpeople/participation/transitionintoeducationandtraining/a0064102/offersofeducationandtraining>

¹² [Careers guidance and access for education and training providers - GOV.UK \(www.gov.uk\)](#)

¹³ [Gatsby launches Good Career Guidance: Reaching the Gatsby Benchmarks | Education | Gatsby](#)

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maintained schools and academies and further education and skills.

The governing body of a school or college must make sure that independent careers guidance is provided to all pupils throughout their secondary education (11- to- 18 year-olds) and students aged up to 25 with an education, health and care plan, and that it is:

- presented in an impartial manner, showing no bias or favouritism towards a particular institution, education or work option;
- includes information on the range of education or training options, including apprenticeships and technical education routes; and
- guidance that the person giving it considers will promote the best interests of the students to whom it is given.

Lewisham secondary schools and colleges offer a range of information, advice and guidance to their pupils through careers events, one to one career interviews, external speakers and workshops.

5.16 **Promotion of post-16 pathways promotion**

In addition, the local authority promotes post-16 pathways and provides a range of activities to support impartiality and independence:

- The Lewisham Education Business Partnership (EBP)
- T Levels in Lewisham
- Lewisham Challenge
- Lewisham education website
- Lewisham post-16 video: [Post 16 options in Lewisham - YouTube](#)
- Facebook: Lewisham young people
- Post-16 institutions / options brochure
- Lewisham Life
- Professional Meetings earmarked for all those working with young people across the sectors e.g. schools/FE/private providers/CYP/ third sector organisations.

5.17 **Lewisham Education Business Partnership (EBP)**

The EBP (council based) supports the raising of achievement, motivation, confidence and abilities of the young people in Lewisham to help them prepare for education, employment, training or progression to higher education.

The EBP works with employers and schools to develop skills for the world of work. To achieve this through a range of activities like work experience and careers education, information, advice and guidance (CEIAG).

The EBP works with a range of employers and businesses to provide young people with a rewarding and realistic introduction to the world of work. This offer is available at Key Stage 4 (aged 14-16) and Key Stage 5 (aged 16-18) and commissioned by all Lewisham secondary schools.

5.18 **T Levels in Lewisham**

T Levels are a two year qualification for 16-to-19 year olds designed in collaboration with employers. Each T Level is equivalent to three A Levels, with the aim to support the young person to develop their skills, knowledge and to thrive in the workplace.

Launched in September 2020, these courses have been developed in collaboration with employers and education providers so that the content meets the needs of industry and prepares students for entry into skilled employment, an apprenticeship or related technical study through further or higher education.

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T Levels offer young people practical and knowledge-based learning at a school or college and on-the-job experience through an industry placement of at least 315 hours – approximately 45 days¹⁴. The courses are available at selected colleges in Lewisham:

Christ the King Sixth Form College	Health and nursing (from September 2022) Engineering (from September 2022) Digital Design (from September 2023)
Lewisham College	Digital Support (from September 2023) Early Year Educator (from September 2023) Supporting Health Care (from September 2023) Plumbing and Heating Engineering (from September 2023)

5.19 Lewisham Challenge programme

The programme provides young with a range of opportunities that will complement their sixth form studies and help them explore future opportunities in higher education and careers. The programme is run and funded in partnership with Lewisham schools and colleges and is supported by universities, employers and other agencies.

The programme is only available to young people enrolled at one of the Lewisham school sixth forms or colleges. Over 250 Lewisham young people were involved in the programme in 2022-23.

Programme 2023-2024: widen young people’s knowledge and experience, further develop skills and help build a CV. There are several different strands to the Lewisham Challenge programme, and young people can apply to take part in more than one of these strands, depending upon interests and ambitions.

The following are the main strands currently on offer, although others are planned to come on stream during the year.

Oxbridge: Starting with the launch of this programme in September, young people will have an opportunity to take part in organised visits to both universities in the autumn and spring terms. There will also be workshop sessions on how to make a strong application and how to prepare for interview. Young people will meet with university staff and with current students, including those who have been part of the Lewisham Challenge programme and have gone on to study at Oxbridge. Young people will also be kept informed of the many Oxbridge opportunities that will be available to them in Y12 and Y13. Those wishing to apply for this programme must have a good range of high GCSE scores and have the potential to achieve A*/A grades at A Level.

The two Oxbridge partners for this programme are **Gonville and Caius College Cambridge** and **Queens College, Oxford**.
The Oxbridge launch event is planned for Wednesday 20th September 2023 at 4.30 – 6.15 and there will be university visits to both Oxford and Cambridge during the autumn half-term.

Law: Run in partnership with Goldsmiths, University of London, the programme will advise on pathways to career opportunities in law, provide opportunities for young

¹⁴ <https://www.gov.uk/government/publications/introduction-of-t-levels/introduction-of-t-levels>

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people to experience the work of barristers, solicitors and other legal professionals, enable access to the legal world including Chambers, High Court, Parliament, etc., provide opportunities for the development of skills and knowledge, support young people through the HE application process with advice and mentoring by graduate ambassadors.

The launch event is planned for 4th October 2023

Engineering

If young people are considering a career in any aspect of engineering, or simply interested in finding out what HE and career opportunities are available, then this is an ideal programme.

An opportunity to meet with professional engineers and staff involved in delivering engineering degrees as well as with ex-students who have gone on to careers in engineering.

There will also receive details about work experience opportunities.

The launch event for this strand is planned for 15th November 2023

Medicine and Health

This programme will be of interest to any student thinking of a medical or health-related career. Young people will have an opportunity to meet with medical practitioners, university staff, students currently studying medicine related subjects and with ex-students (including those from Lewisham schools/colleges) who have recently completed their studies and are now in practice. Young people will receive advice on making a strong UCAS application and how to prepare for interview. There will also be some work placement opportunities.

The launch event is currently planned for 27th September 2023

Creatives: Run in partnership with Goldsmiths, University of London, this programme will be of interest to any Y12 student studying creative arts subjects (e.g. art, film, media studies, photography and IT) and/or may be considering higher education and/or a future career in some aspect of the creative industries. It will also be relevant for those interested in studying journalism and gaming in the future.

The launch event is planned for 11th October 2023

Apprenticeships: An increasing number of young people are applying for an apprenticeship following on from their sixth form studies. There will be a workshop on **8th November 2023 at 4.30 – 6.15** which will help young people find out more about apprenticeship opportunities with an emphasis on higher level/degree apprenticeships. Speakers at the workshop will include apprentices - past and present, employers and universities.

5.20 **Unit 19, Lewisham shopping centre**

The local authority provides support for NEET young people and targeted support through Unit 19, Lewisham Shopping Centre, which is a drop-in service for targeted Lewisham young people staffed by the Lewisham Participation Team (Baseline).

Targeted young people are those who are NEET, and for those in education, employment or training (EET), young people identified as those at risk of becoming NEET.

Young people in Lewisham can attend at any time during opening hours to receive information about a range of services as well as guidance and support. Young people can also self-refer if they believe they require additional support. Services include:

- initial assessment of a young person's needs

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- signposting to other services, e.g. sexual health advice, DWP
- computer access for information, advice and guidance
- The **Bank of Things** is a partnership project between the Young Mayor and Young Advisors and Lewisham Local, originating from the young people's ideas and run by Lewisham Local. The Bank of Things stocks toiletries and school supplies, including revision guides and some uniform. The idea is simple, every young person should have the essentials they need to participate fully in their lives. These items are available free of charge from Unit 19 on Wednesday and Friday from 3 to 5:30pm. Young people can self-refer and do not have to evidence their need. They are asked to limit their visits to one per half term and that they ask for only what they need, with a maximum of ten items in total in any one visit. Young people can also volunteer with the Bank of Things, giving them skills and experience and creating peer to peer support. There are regular campaigns at Christmas, Back to School and at Exam time requesting donations which are then redistributed to young people. Bank of Things receives donations from members of the public, organisations and corporate sponsors as well as raising money to buy products through charitable funds. School groups have also collected for Bank of Things and last Christmas the shopping centre appeal was for donations to the Bank of Things. As well as young people accessing Unit 19, Bank of Things has distributed Christmas parcels to local voluntary youth groups and organisations and done "pop ups" at different youth events and projects. One of the priorities for the upcoming year is to develop the outreach programme to go out to the areas of the borough where young people have the need but might not be aware of the Bank of Things or access the shopping centre.
- The **'Community Fridge'** is a tried and tested way of stopping good food ending up in the bin and promoting a spirit of sharing and mutual support within a community. The Community Fridge at Unit 19 is specifically for young people, making surplus food available for free and is open after school on Wednesdays and Fridays. Surplus perishable food is donated by local businesses or members of the public, currently this has included Greggs, the Coop, Muffin hut and a relationship with the Felix Project will see the variety of food extended in the next school term. The Community Fridge is a recent addition to the 'Bank of Things' and is run with the support of volunteers. As well as saving surplus food the Community Fridge addresses a need in the current cost of living crisis, where we know some young people struggle to have enough food.

Parents, carers and professionals will also be able to use the service to support a young person if required. Baseline staff work with other agencies to ensure an exit plan for all NEET young people, with a follow up of support from workers for ongoing intervention and ensuring information sharing. Baseline workers utilise an effective referral mechanism with partnership agencies and record NEET reduction activity on the NCCIS database.

5.21 **Collaboration with Lewisham Works & the Jobs and Skills Team**

Advisors from 'Lewisham Works' are also based in Unit 19, supporting residents aged 18-to-25 who are looking for work, education or training opportunities. Lewisham Works, the Council's flagship 18+ employment programme, launched in May 2022 and has already supported 190 residents into 'good work' and 375 residents with training. This service continues to provide holistic and compassionate support for any residents seeking employment. Lewisham Works has two specialist youth employment advisors. In 2022/23 Lewisham Works supported 129 young people aged 18-24, achieving 51 employment outcomes and 55 training outcomes.

Lewisham Works, Baseline and Adult Learning Lewisham have agreed to collaborate from September 2023 until December 2023 on a joined-up campaign to support

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residents 18-25 considered NEET. Coordinated by Lewisham Works, these services will work together to support 100 young people into employment or education by the end of 2023. Our services have recognised the complex challenges some of our young residents face, particularly with cost-of-living pressures.

5.22 **The Mayor's Apprenticeship programme**

The Mayor's Apprenticeship Programme continues to show good performance, with 27 internal Council opportunities created in 2022/23. With our external partnerships, the programme recorded 67 apprenticeships in total during 2022/23. Our apprentices won three awards at the 2022 London Borough Apprenticeship Awards, half of the total. The Council is pleased that two more nominees have been shortlisted in 2023 in the 'Best Progression' and 'Best Manager' categories.

Our 2022 'Apprentice of the Year', Ryan Robertson, will be speaking at this year's ceremony. To improve access to our apprenticeships by care-experienced young people, the service is currently developing a 'Care Leaver Internship' which will launch in 2024. Similar to 'Kickstart', the Government's Covid-19 job creation programme for young people, Care Leavers will be able to access a 6-month paid employment opportunity which will be complimented with employability skills training.

5.23 **Specialist Employment Support for Care Leavers**

Jobs and Skills have also been working closely with Lewisham Council's Leaving Care service to enhance the employment support received by Care Leavers. The Council recognises the challenges this cohort can face in securing their ideal job. While Lewisham Works already supports care leavers who are actively seeking employment, some require a service which is specifically geared towards their needs. In recent months, the service has involved young people with lived experience in the design of their ideal care-leaver specific employment service. Lewisham Works is currently advertising a three-year contract for a specialist provider to provide bespoke, holistic care-leaver employment support which will launch by January 2024.

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6. Action Plan

Action Plan	Actions	By whom	By when
Lewisham post-16 Strategy	<ul style="list-style-type: none"> Improved post-16 outcomes for students in Lewisham. The effective promotion of a high quality, comprehensive and inclusive local post-16 offer. 14-19 progression routes that are clear, challenging, accessible and attractive to students into Lewisham. 	Head of Service Access, Inclusion and Participation, Lewisham post-16 providers.	Ongoing and annual
Lewisham Challenge	<ul style="list-style-type: none"> Programme is to raise aspirations amongst young people across all of the Lewisham post-16 providers and to inform their decisions about HE and career opportunities. This is a programme unique to Lewisham. 	Head of Service Access, Inclusion and Participation, HEIs, Lewisham post-16 providers, employers.	Ongoing and annual
Analysis of provision	<ul style="list-style-type: none"> Increase to breadth of Lewisham provision for vulnerable groups e.g NEETs, teenage parents, SEND, offenders. Increase number of 16-18 year olds accessing Apprenticeships / and pre-Apprenticeships. Increase the breadth of Level 1 and 2 provision. Increase the breadth of GSCE or equivalent English and maths provision. Based on the employment sector analysis develop appropriate sector specific vocational provision that enables young people to progress into employment, Further or Higher Education (Level 2-3). Further develop T Levels in Lewisham. 	Head of Service Access, Inclusion and Participation, Lewisham post-16 providers.	Ongoing and annual
Ensuring the right balance of post-16 provision	<ul style="list-style-type: none"> Working with interventions and programmes that have the greatest impact on participation. Establishing the cost effectiveness of interventions and programmes. Ensuring the quality and effectiveness of actions or programmes. Eliminating the interventions and programmes that have limited impact on participation. 	Head of Service Access, Inclusion and Participation, Lewisham post-16 providers.	Ongoing and annual
Ensuring young people at risk are targeted effectively	<ul style="list-style-type: none"> One-to-one support for long-term NEET young people 16-18. The Participation Team will ensure that designated and expert caseworkers will work with NEET young people. Participation support is currently delivered through Baseline. Baseline is a one-stop shop where young people can go for information, advice and guidance in Unit 19, Lewisham Shopping Centre. 	Head of Service Access, Inclusion and Participation, Lewisham post-16 providers.	Ongoing and annual
Post-16 early intervention	Develop the capacity across all Lewisham post-16 providers to work together to ensure that no young person should fall into NEET and to establish an approach to a fresh start where appropriate.	Head of Service Access, Inclusion and Participation, Lewisham post-16 providers.	Ongoing and annual
Ensuring that no young person slips through the net when they drop out	<ul style="list-style-type: none"> Ensuring that where young people do drop out, data and information is provided to the NEET Tracking Service on a weekly basis. Twice yearly Post 16 – events to support the impartial careers advice for students in years 9 to 13 take place in March and on GCSE results day in August. 	Head of Service Access, Inclusion and Participation, Lewisham post-16 providers.	Ongoing and annual
Tracking Lewisham	Lewisham's NEET reduction strategy has in place robust client management and client tracking systems,	Head of Service Access, Inclusion	Ongoing and annual

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young people	with an efficiently maintained database and associated analysis.	and Participation, Lewisham post-16 providers.	
Promotion of effective participation	<p>Methods of communication</p> <ul style="list-style-type: none"> ▪ Lewisham Education website ▪ Lewisham Post-16 video: Post 16 options in Lewisham - YouTube ▪ Facebook: Lewisham Young People ▪ Post-16 institutions brochures ▪ 14-19 Lewisham's Course Directory (online) ▪ Lewisham Life ▪ Professional Meetings earmarked for all those working with Young People across the sectors e.g. schools/FE/private providers/CYP/ third sector organisations. ▪ CYP Voluntary sector organisations e.g. religious/faith groups. Particularly working with providers in wards with concentration of worklessness. 	Head of Service Access, Inclusion and Participation, Lewisham post-16 providers.	Ongoing and annual
Information sharing	The law is relatively straight forward – providing the local authority is requesting the information in pursuance of obligations under Section 68 of the Education and Skills Act, then education providers must provide it. (See appendix xx)	DfE, Local authority, schools and colleges, other public bodies.	Ongoing and annual

7. Financial implications

- 7.1 The actions proposed in this report will be contained within the overall budget of circa £600k as such there are no financial implications arising from this report.

8. Legal implications

- 8.1 The latest guidance: Participation of young people: education, employment and training Statutory guidance for local authorities on their duties relating to the participation of young people in education, employment or training, 20 October 2016¹⁵.

9. Equalities implications

- 9.1 Under the Equality Act 2010, public authorities are required to have due regard to equality impacts when making decisions in the exercise of their functions (Public Sector Equality Duty, PSED). In particular, public authorities are required to have due regard to the need to:
- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) foster good relations between persons who share a relevant protected

¹⁵ <https://www.gov.uk/government/publications/participation-of-young-people-education-employment-and-training>

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characteristic and persons who do not share it.

The Equality Act 2010 identifies the following as protected characteristics for the purpose of the PSED:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race (including ethnicity)
- religion or belief
- sex
- sexual orientation

9.2 Lewisham Education strategy 2022-2027 reflects the Council's commitment to work in partnership with providers to develop a relevant and comprehensive post-16 offer for Lewisham, including apprenticeships. Also to Support the development of comprehensive pathways that will enable school leavers to progress their learning and secure positive labour market outcomes, including children looked after and those with SEND.

10. Glossary

Term	Definition
NEET	Not in education, employment or training
EET	In education, employment or training
DfE	Department for Education
SEND	Special Educational Needs and Disabilities

11. Report author and contact

11.1 Ruth Griffiths, Head of Access, Inclusion and Participation

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