



**Notice of a public meeting of
Learning & Culture Policy and Scrutiny Committee**

To: Councillors Craghill (Chair), Fenton (Vice-Chair),
S Barnes, Brooks, Dew, Jackson and Wells
Dr Dickinson (Co-opted Statutory Member) and
Mr Hagon (Co-opted Statutory Member)

Date: Wednesday, 9 November 2016

Time: 5.30 pm

Venue: The Thornton Room - Ground Floor, West Offices (G039)

AGENDA

1. Declarations of Interest

At this point, Members are asked to declare:

- any personal interests not included on the Register of Interests
- any prejudicial interests or
- any disclosable pecuniary interests

which they may have in respect of business on this agenda

2. Minutes (Pages 1 - 8)

To approve and sign the minutes of the meeting held on 14 September 2016.

3. Public Participation

At this point in the meeting members of the public who have registered to speak can do so. The deadline for registering is **5.00pm on Tuesday 8 November 2016**. Members of the public can speak on agenda items or matters within the remit of the committee.

To register to speak please contact the Democracy Officers for the meeting, on the details at the foot of the agenda.

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4. York Theatre Royal: 2016/17 Half Year Performance Update (Pages 9 - 20)

This report is to inform the Scrutiny Committee of the progress and performance of the York Theatre Royal under the current Service Level Agreement (SLA).

5. Explore Libraries and Archives Mutual: Performance Update, 2016/17 half year report (Pages 21 - 48)

This report updates Members on the performance of Explore York Libraries and Archives Mutual Ltd (Explore) during the first 6 months of 2016/17.

6. York Learning - Strategic Plan Update & Progress Report 2016/17 (Pages 49 - 80)

This report presents performance data for York Learning and provides an update and progress report against the service's strategic plan. It also presents the service initial findings for its annual Self Assessment Report, prior to this being presented to the Executive Member in December 2016.

- 7. Draft Skills Strategy** (Pages 81 - 84)
Members will receive an update on the draft York Skills Plan 2017-20.
- 8. School Improvement and Ofsted Update on Schools Performance** (Pages 85 - 88)
This report provides information about school performance in the academic year 2015- 2016 and provides information about the position of schools according to Ofsted inspection judgements as of 1 November 2016.
- 9. Update on Schools Response to the Government's White Paper: Educational Excellence Everywhere** (Pages 89 - 94)
This report provides information about the Government's White Paper and proposed Education Bill: Education for All and the implications for the school system in York.
- 10. Work Plan 2016-17** (Pages 95 - 96)
Members are asked to consider the Committee's work plan for the 2016-17 municipal year.
- 11. Urgent Business**
Any other business which the Chair considers urgent under the Local Government Act 1972.

Democracy Officers

Catherine Clarke and Louise Cook (job share)

Contact details:

- Telephone – (01904) 551031
- Email catherine.clarke@york.gov.uk and louise.cook@york.gov.uk

(If contacting by email, please send to both Democracy Officers named above).

For more information about any of the following please contact the Democratic Services Officers responsible for servicing this meeting:

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports and
- For receiving reports in other formats

Contact details are set out above.

This information can be provided in your own language.

我們也用您們的語言提供這個信息 (Cantonese)

এই তথ্য আপনার নিজের ভাষায় দেয়া যেতে পারে। (Bengali)

Ta informacja może być dostarczona w twoim własnym języku. (Polish)

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

یہ معلومات آپ کی اپنی زبان (بولی) میں بھی مہیا کی جاسکتی ہیں۔ (Urdu)

 (01904) 551550

City of York Council

Committee Minutes

Meeting	Learning & Culture Policy and Scrutiny Committee
Date	14 September 2016
Present	Councillors Craghill (Chair), Fenton (Vice-Chair), S Barnes, Brooks, Dew, Jackson and Wells Dr J Dickinson (Co-opted Statutory Member)
Apologies	Mr A Hagon (Co-opted Statutory Member)

14. Declarations of Interest

Members were asked to declare any personal, prejudicial interests or disclosable pecuniary interests which they might have in respect of the business on the agenda. Councillor Mason declared a personal non prejudicial interest in agenda item 6 (Tour de France Scrutiny Review Task Group) as about 15-20% of his business's income came from events and festivals.

15. Minutes

Resolved: That the minutes of the meeting of the committee held on 15 June and 13 July 2016 be approved as a correct record and then signed by the chair.

16. Public Participation

It was reported that there had been no registrations to speak at the meeting under the Council's Public Participation Scheme.

17. 2016/17 First Quarter Finance and Performance Monitoring Report

Members considered a report which provided an analysis of the latest performance for 2016-17 and forecasted the financial outturn position by reference to the service plans and budgets for all of the relevant services falling under the responsibility of the Director of Communities and Neighbourhoods and the Director of Children's Services, Education and Skills.

The Finance Manager, Adults Children and Education, advised the committee that finance was on track in terms of budget with a small under spend and that the council was in a good position at this point in the year.

The Strategy and Policy Group Manager also reported an encouraging picture in terms of performance. He advised that the number of looked after children in York was stable and that York was in a positive position against a challenging national picture. He drew Members attention to changes in the way primary school children were assessed and advised that benchmark information from other cities showed a level of turbulence across the country which should also be expected in York.

The Director of Children's Services, Education and Skills provided further information to Members in response to queries raised in relation to spending on early years learning and welfare, academy conversions, youth offending rates, troubled families and NEET (Not in Education, Employment of Training) figures.

Members noted that youth reoffending rates in York were above the national average and were advised that officers were working with partners to understand the reasons for this and reduce reoffending in York. Officers advised that they would provide an update on this as part of the next Finance and Performance Monitoring Report or provide a more in-depth report on this in future.

The Chair advised that she was due to meet with officers to review which performance indicators were reported to committee to ensure that Members were presented with the correct level of information on those issues which were important and a priority to them.

Resolved: That the report be noted.

Reason: To update the committee on the latest financial and performance position for 206-17.

18. City of York Safeguarding Children Board Update Report

Members considered a report of the City of York Safeguarding Children Board which provided a brief update on the operating context and activities of the Board.

The Strategy and Policy Group Manager advised Members that the City of York Safeguarding Children Board would be linked formally

with other boards in the safeguarding system, namely the Safeguarding Adults Board and Safer York Partnership (as well as with the Health and Wellbeing Board and YorOK,) through a new Inter-board protocol due to be agreed on 15th September. This would set the tone for partnership working across multiples structures.

He also provided an update on the emerging Children and Social Work Bill which would lead to changes to statutory safeguarding arrangements for children with the abolishment of local safeguarding children's boards in their current form. In future, partners (the Local Authority, Clinical Commissioning Group (CCG) and Police) would work together with input from other agencies which would allow for more local flexibility and determination about who should be brought together to consider safeguarding arrangements,. He advised that current arrangements in York would meet the requirements of the bill but that the changes would open up options to strengthen arrangements in the future.

Resolved: That the report be noted.

Reason: To allow Members to be fully informed on the operating context and activities of the City of York Safeguarding Children Board

19. Tour De France Scrutiny Review Task Group

Members considered a report which provided a summary of work undertaken to date for the Tour de France Scrutiny Review and asked the Committee to nominate an additional member to the Task Group in order to bring the review to a conclusion.

Members were reminded that the task group had been established in June 2015 comprising Councillors Taylor, Keith Myers and Wells with Councillor Cuthbertson as a cooped member. Councillor Taylor had subsequently stood down from the Learning and Culture Policy and Scrutiny Committee and the Tour de France Scrutiny Review Task Group in May 2016 when he was elected as Lord Mayor. Although Councillor Keith Myers was no longer a member of the committee, he had agreed to remain on the Task Group for the remainder of the review.

Members nominated Councillor Craghill to replace Councillor Taylor on the Task Group for the remainder of the review.

Resolved: (i) That Cllr Craghill be appointed to replace Cllr Taylor on the Tour de France Scrutiny Review Task Group.

(ii) That the draft final report be received at the next meeting of the committee in November 2016.

Reason: To conclude the work on this scrutiny review in line with scrutiny procedures and protocols.

20. Update on Implementation of Recommendations from Previously Completed Scrutiny Reviews - Access to York's Heritage and Cultural Offer

Members considered a report which provided them with a further update on the implementation of the outstanding recommendations arising from a completed scrutiny review on Disabled Access to York's Heritage and Cultural Offer, having previously signed off some of the review recommendations at their meeting in March 2016.

Members agreed that the following recommendations be signed off as fully implemented:

Recommendations for City of York Council:

ii) *Communicate comprehensively through DisabledGo, with all York venues included on the DisabledGo website the benefits of including a DisabledGo link on their own website.*

Members requested confirmation from Disabled Go of how many venues have added the Disabled Go link to their own website. ¹

iii) *Introduce an annual event around York's disabled people past and present*

Officers advised that the council was part of York Human Rights City Network which had committed to undertake events to mark Disability History Month and specifically to do something on International Day for Disabled People working with York Independent Living Network. This would be pursued by Explore York as the lead partner. They suggested this could be a more realistic way of piloting something in that area and a more effective way of working with the Independent Living Network and representing disabled people rather than trying to start from

scratch with a growth bid. Members agreed that if the events described could continue, this could potentially meet the aspiration better and welcomed a future update on these events.

Recommendations for Make it York

- viii) *Full access for all to the city and its attractions should be one of Make it York's key aspirations*

Members agreed that Make it York should be asked to include an update on progress on how they were meeting this aspiration when they provided their regular updates to committee.

- ix) *Work with venues to assess their interest in accessing DisabledGo's best practice guides, with the intention of charging a fee covering the costs of those guides.*
- x) *Promote and encourage York's live music venues to achieve the Live Music Industry's Charter of Best Practice.*
- xiv) *Create and deliver training opportunities for public transport staff and staff at heritage and cultural venues, shops, cafes, restaurants etc to promote good practice*

Officers advised that when the Service Level Agreement (SLA) with Make it York is renewed this could be fed into discussion to see if it could be part of a SLA element under the business support remit.

Members agreed that the following recommendations should be left as outstanding and requested a further update be provided in six months time.

Recommendations for City of York Council

- v) *Liaise with bus providers on policy around access and remind them of the needs of York residents and visitors and the barriers poor access to public transport creates for disabled people trying to access York's heritage and cultural offer (see paragraphs 71 of Appendix 1 of review final report).*

Members requested further information on what issues had been raised at Quality Bus Partnership meetings in relation to this recommendation.

- vi) *Introduce a downloadable mobile application free to the public – the application to contain a comprehensive guide to accessible facilities in York. One example is the ‘AccessAble’ app provided by DisabledGo. Information available through smartphone friendly website.*

Members felt there was still a need to clarify whether there was a requirement for a separate app as the information was available on smartphone friendly website and also whether funding was available for an app. Officers advised that the Equality Advisory Group had discussed this subject at their last meeting and were due to receive a presentation from Disabled Go at their next meeting. It was agreed that members would be provided with minutes of these meetings following the next EAG meeting.

- vii) *If such an application is adopted, a marketing campaign should be run advising residents and visitors of the availability of the application & its benefits*

Recommendations for Make it York

- xiii) *Create a best practice accessibility-related award at the annual Visit York Tourism Awards.*

Members noted that all award categories included specific criteria around accessibility but felt that the update did not address their request for a specific reward and requested further information be provided on this.

Resolved: (i) That recommendations ii, iii, viii, ix, x and xiv be signed off as fully implemented:

- (ii) That recommendations v, vi vii and xiii remain as outstanding and another update be requested in 6 months time.

Reason: To raise awareness of those recommendations which are still to be fully implemented.

Action Required

MB

1. Provide information on how many venues have added the Disabled Go link to their own website

21. Work Plan 2016-17

Members considered the committee's work plan for the 2016/17 municipal year.

Members noted that the Bi-annual report on Safeguarding and Looked After Children, which had been due to be considered at this meeting alongside the York Safeguarding Children's Board Bi-Annual update, had been deferred to the November meeting. The reason for this was in order that officers could address any issues arising from the Safeguarding Board Update in their report to Members. Members were advised that this report had originally been due for consideration in July and they were due to receive a further update report in January 2017. The Scrutiny Officer advised that, rather than have two reports at consecutive meetings, it may be more sensible for Members to receive one detailed report at their meeting in January. Members confirmed they were happy with this arrangement.

Members requested that the Explore York Libraries and Archives Mutual Ltd SLA and Bi-Annual Update report due to be considered at the next meeting in November include information on the Open Issues Consultation and the background to it.

Members asked for an update on child neglect issues and it was agreed that this would fit better within the next York Safeguarding Children's Board Bi-Annual Update rather than as part of the Bi-annual report on Safeguarding and Looked After Children due in January.

Resolved: That the work plan be agreed subject to the amendments detailed above.

Reason: To keep the committee's work plan updated.

Cllr D Craghill, Chair

[The meeting started at 5.30 pm and finished at 7.05 pm].

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Learning & Culture Policy & Scrutiny Committee

9 November 2016

Report of the Assistant Director (Communities and Equalities)

York Theatre Royal: 2016/17 Half Year Performance Update**Summary**

1. This report is to inform the Scrutiny Committee of the progress and performance of the York Theatre Royal under the current Service Level Agreement (SLA).

Background

2. The SLA is a joint agreement between the Council and the York Theatre Royal. The SLA sets out:
 - The key objectives of the partnership and partnership arrangements.
 - Performance targets and indicators to be met by the Theatre.
 - Performance information to be provided, review and reporting procedures.
3. The key partnership requirements covered in the SLA are:
 - To maintain and develop York Theatre Royal as a local, regional and national theatre provider, creating productions of quality, daring, delight and accomplishment for the citizens of York and the region, and for visitors to the city.
 - To continue to develop local and nationally significant programmes of work with partnerships across the UK and internationally, that contribute to making York a vital and vibrant city and extending our reputation for world class culture.
 - To encourage creative expression and engagement with the community, through a diverse programme of work, both on and off stage, that offers a cultural mix of entertainment, innovation, participation and enjoyment.
 - To develop work and activities that promotes the enjoyment of Theatre with older people and diverse communities.

- To work in active partnership with business, education, community and arts organisations, and local authority service providers to extend both the range and reach of the Theatre's work.

4. Reports are brought to Scrutiny Committee twice a year to report on performance against the outcomes agreed in the SLA. Annex A sets out in detail the work undertaken in the first 6 months of 2016/17 and the plans in development for the future.

Consultation

5. This report is for information only and there is no consultation to consider.

Options

6. This report is for information only and there are no options to consider.

Council Plan 2015/19

7. York Theatre Royal contributes to a number of corporate objectives including developing opportunities for residents and visitors to experience York as a vibrant and eventful city, improving opportunities for learning, and in strengthening York's economy through investment in the tourism infrastructure.

Implications

8. **Finance:** In 2016/17 the Council provided a one off capital grant of £770k to cover a four year period.
9. The report has no additional implications relating to:
 - Human Resources
 - Legal
 - Crime and Disorder
 - Information Technology
10. **Equalities.** Annex A sets out the contribution the Theatre makes to support our Equalities agenda.

Risk Management

11. In compliance with the Council's risk management strategy there are no risks associated with the recommendations of this report.

Recommendations

12. The Scrutiny Committee is asked to note the report and comment upon the progress that the Theatre has made in the last 6 months

Reason: To fulfil the Council's role under the Service Level Agreement.

Contact Details

Author and Chief Officer responsible for the report:

Charlie Croft
Assistant Director
(Communities and
Equalities)

Report Approved **Date** 31 October 2016

Wards Affected:

All

For further information please contact the author of the report

Background Papers: None

Annexes

Annex A: York Theatre Royal Performance report

Abbreviations:

Service Level Agreement - SLA

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York Theatre Royal: Service Level Agreement report

November 2016

This report will give an update of delivery against the Service Level Agreement (SLA) between the City of York Council and York Citizens' Theatre Trust Ltd.

The report covers the period from May to October 2016.

PARTNERSHIP DELIVERY 2012/2018

SLA conditions are noted in bold with the details of how the theatre has been working to achieve them underneath.

- 1. Provide a year round programme of work which shall include in-house productions, including a pantomime, youth theatre productions, touring drama productions, and hires to local amateur companies**

York Theatre Royal opened after a major re-furbishment on 22 April 2016 with the Stage World Premiere of Evelyn Waugh's **Brideshead Revisited**.

The first production in the newly re-furbished theatre attracted record audiences and was toured to 10 other UK venues before returning to York in June with a final performance at Castle Howard as a major fundraising event for the theatre.

The second show produced at the theatre was another world premiere, **The Machine Stops**. Presented in the Studio Theatre it was an adaptation of E.M. Forster's prescient novel, set in the future, about the dysfunctional relationship between man and machine. Originally written in the early 20th Century, York Theatre Royal's new commission of the novel was universally well-received by audiences and subsequently toured to Hungary. It will be re-mounted in February 2017, play for 2 weeks in York and then go out on a national tour. It attracted substantial new audiences to the theatre drawn not only by the novel but also by a soundscape composed by John Foxx and Benje, well-known in the electronic music field. A one-off event with the two musicians took place in the Cold War Bunker in Acomb as part of the Vespertine partnership programme of city-wide early evening arts events.

The rest of the opening season included a combination of companies who are favourites with York audiences, including Birmingham Royal

Ballet, English Touring Opera and Northern Broadsides and special events that gave access to parts of the story of the work that took place at the theatre throughout 2015. An illustrated talk by the lead archaeologist from York Archaeological Trust, sold out and showed the huge interest in the city in the story of the city. This event was part of a new series of events called 270/360; taking a 360 degree view of 270 years of a theatre on the same site in York.

During this first season we held a week-long Festival of Children's Theatre, called **Little Feet** with productions from around the UK for children from the age of 18 months.

The summer family production was **Sherlock Holmes and the Hound of the Baskervilles**. A popular production for all ages and newly devised at York Theatre Royal, it made a virtue of a small cast playing many roles with a newly composed musical score.

The opening production of the Autumn season was another York Theatre Royal production in association with Northern Broadsides of a Yorkshire classic, J.B. Priestley's **When We Are Married**. Very well received by audiences in York it is currently on a UK tour.

Other highlights in a mixed programme of diverse work include **Phoenix Dance, Rich Hall, Mark Steel, Margaret Atwood, Bette Midler and Me** and **Tcha Limberger's Budapest Gypsy Jazz Orchestra**.

Over the bank holiday weekend in May the theatre produced a community play of **The Beggar's Opera**. Re-written for this special event with band and choir. 250 citizens of York spent 3 days making the play with five directors and presented the production at the end of the weekend. A unique York event that illustrated the many varieties of theatrical styles over the 300 years of theatre-making at the Theatre Royal from the first production of **The Beggar's Opera** in the early 18th century.

The theatre hosted the **Takeover Theatre Festival** for a week in July. The Festival is managed and run by young people from the ages of 13 to 25 and brings a very different programme of performance and events to the theatre that attracts new and younger audiences. The Festival is financially supported by the Clothworkers Foundation Regional Theatre

Award. This award is worth £150,000 over 2 years and is awarded to one UK producing theatre per year.

York Theatre Royal is currently involved in a European Theatre project called **Be SpectACTive**. As part of this programme it hosted a residency with Italian Theatre Company, CK Teatro, who are developing a piece of theatre about the first man on the moon with the input of reminiscences from people in York who remember that event.

In the opening season York Light Opera presented its production of **Seven Brides for Seven Brothers**.

2. Provide sign language interpreted and audio described performances and touch tours

All of the York Citizens Theatre Trust productions and many visiting companies have had sign interpreted, audio-described and captioned performances.

Overall the access facilities in the new theatre have improved radically. With a step-free ground floor, new access to the dress circle and theatre bar via a lift and much improved wheelchair positions in the dress circle and stalls.

We produce the first relaxed performances in this re-opening season.

3. Provide a regular Youth Theatre for at least 250 young people annually

York Theatre Royal Youth Theatre comprises of 370 young people who take part in weekly sessions within 14 youth theatre groups split by age, Access all Areas(referral only) and two new taster groups in Theatre-Making at York St John University.

Performances of the Youth Theatre took place at the theatre and other sites. The 14-16 year old groups produced 3 plays **The Holding Place**, **Trojan Women** and **This Changes Everything**, in collaboration with York St. John University. They formed part of the Create Festival in May 2016.

The 16-19 year olds performed on the main stage at the end of the summer holidays in an adaptation of Roald Dahl's **The Witches**.

Outreach and Community Youth Theatres

Access All Areas is the referral only theatre group that meets every week. We are working with young people from The Island Project, York Young Carers, All Together Active Youth Club, young people who have been referred to us by personal social inclusion officers and Applefields School students. The aim of this group is to make friends, build confidence and self-esteem whilst learning about theatre. They also took part in the **TakeOver** Festival Volunteer team in the Summer 2016 TakeOver Festival at York Theatre Royal.

Project Q is a now a weekly youth theatre session for young people aged 8-13 with learning difficulties and additional needs.

4. Provide educational activities related to each main house production, including special matinees, talks, teachers' packs, workshops and visits to schools

As always we are working with schools on many different projects.

We have continued our ongoing long-term cross-curricula relationship with seven York schools including, Knavesmire, Joseph Rowntree and St Olave's.

And we have been working with a cohort of eight schools as the York Shakespeare Cluster. This is a continuation of the Royal Shakespeare Company Learning and Performance Network. Schools in this network include York High, Applefields, Poppleton Road Primary and Acomb Primary School. Each school group performed a 10 minute section of **The Tempest** on the main stage of York Theatre Royal as part of the opening artistic programme in May 2016.

5. Provide a range of activities to engage older people in activities connected with the Theatre

The Friends of York Theatre Royal continue to offer opportunities for older people to volunteer to be involved in the work of the theatre. The Friends is an important and inclusive social club for older people. It continues to expand its activity with opportunities to be creative as well as support the theatre in fundraising and looking after audiences.

We have recruited a new team of volunteers who are leading the monthly Theatre Tours that give visitors the opportunity to learn more about the discoveries that took place through the re-furbishment of the theatre.

We continue to offer two Adult Acting classes on a termly basis that are consistently over-subscribed. Our Adult Acting class members perform a new play each term.

The York Theatre Choir is for all ages including older people. A unique choir for its attachment to a professional theatre, it is made up of singers from the scratch choirs who were formed around the York Theatre Royal large scale community plays. It continues to recruit new members and has performed at several theatre events over the last six months including a Vespertine partnership project with Fairfax House that promenaded across the city and explored the world of Georgians at Play.

We have started a new sewing group that supports the development of skills in dress-making and helps the theatre in maintaining its costume stock. Over 30 people meet regularly to make and mend and brush up their skills in a relaxed and social environment that is also a great asset to the theatre.

The theatre has recently started a new outreach group with Kyra Women's Project in the city. This is for women of all ages and is an opportunity to work with drama practitioners to develop new skills and confidence and be part of an enjoyable team project. Kyra Women's project is working in partnership with York Theatre Royal on the next large scale Community Play about the **Suffragette Movement** in York. The play will take place in York in June 2017. We opened for expressions of interest from the community to take part in any aspect of theatre-making in October 2016 and within 6 days had already had 500 people sign up for the project.

6. Develop The Studio programme promoting new and culturally diverse work: using the space to provide opportunities for local voluntary arts organisations and to develop the creative infrastructure of the city.

Apart from **The Machine Stops**, described above the Studio has hosted a diverse programme of work since the re-opening of the theatre in April 2016. Highlights of the programme include our production of **Underneath the Magical Moon** for 3-7 year olds that played to over 1,000 children, **The Collector**, a Edinburgh Fringe First production set in occupied Iraq, the **50+ Festival Cabaret, Kali** a storytelling evening inspired by Hindu mythology and a production, funded by the Wellcome Foundation that explored the condition of ADHD in children.

7. Provide student placements and careers advice to support the development of a strong local creative sector

Our major placement opportunity for students continues to be the TakeOver project for 13 – 25 year olds. In this period we created a 10 day Festival managed and run by young people at York Theatre Royal. It included work produced by the young people in both the main theatre and studio theatre as well as touring theatre from some of the best UK theatre companies.

A TakeOver Board of 15 young people and over 70 others in roles as varied as Artistic Director and Stage Technician programmed, organised and ran the Festival as a follow up to the multi-arts Festival that they produced at the National Railway Museum.

8. Develop the De Grey Complex, along with the Theatre, as a creative production hub for the city

The De Grey Complex has been very busy during this period since the re-opening of the theatre.

The Friends of York Theatre Royal run a weekly craft session in the Rooms and held several Craft Fairs in city.

York College performing arts students continue to be based in the De Grey Rooms for dance and drama sessions each week during term time.

There was a programme of public dance events including an opportunity to learn Georgian dances as part of a Vespertine partnership event with Fairfax House alongside its latest exhibition about Georgians at Play.

The De Grey Rooms hosted Murder Mystery events during this period.

Costume Hire and the theatre's Costume makers are based in the De Grey Rooms. They are now joined weekly by a new sewing group.

Permanent residents in De Grey House include Pilot Theatre Company and The Society of Ticket Agents and Retailers, a national agency.

The De Grey Rooms and House continue to offer creative production facilities for both the professional and voluntary arts. Companies using the spaces included tutti frutti, Flying Cloud Theatre, The Flanagan Collective, Telling Tales Theatre Company, Pilot Theatre, State of Play Theatre, Mud Pie Arts, Theatre Mill and Bad Apple Theatre Company.

9. Work with key stakeholders on the Cultural Quarter developments as well as other developments as appropriate

York Theatre Royal re-opened following a £6 million capital investment on 22 April 2016.

The project was funded by Arts Council Capital Lottery Funds, York Conservation Trust, City of York Council, and many major national and regional Trusts & Foundations. The community of York contributed well over £200,000 in individual donations.

The newly re-furbished theatre has added to the cultural offer in the city. It now operates as an all-day destination with a new and popular café, bistro and bar in addition to its theatre and events for audiences and visitors.

York Theatre Royal has played host to a new exhibition from **Jorvik** called Life & Death as part of a programme of exhibitions in the city that seeks to maintain the profile of Jorvik during its re-furbishment of the flood damaged Jorvik centre.

Liz Wilson Chief Executive York Citizens Theatre Trust

29 October 2016

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Learning & Culture Policy & Scrutiny Committee

9 November 2016

Report of the Assistant Director (Communities and Equalities)

Explore Libraries and Archives Mutual: Performance Update, 2016/17 half year report**Summary**

1. This report updates Members on the performance of Explore York Libraries and Archives Mutual Ltd (Explore) during the first 6 months of 2016/17.

Background

2. Explore was set up on 1 May, 2015 as a Community Benefit Society with exempt charitable status, jointly owned by staff and the community, with the aim of delivering a comprehensive and efficient public library service, increasing access to library services by providing excellent services, encouraging everyone to be a library member from birth, and giving York residents universal membership of all public libraries in England and Wales. Explore's vision is *to enable people to live fuller, more connected and engaged lives*.
3. Explore is tasked with making a major contribution to helping the Council engage with its communities, facilitating adult learning, getting people on line, promoting the health and wellbeing agenda, and supporting vulnerable people, e.g. housebound people and people with mental health issues.
4. £450k savings were made in establishing Explore. This was achieved whilst maintaining paid staff in every library, ensuring no closures, and driving service improvement.
5. The report from the Chief Executive of Explore (see Annex A) sets out performance issues in the period from 1 April 2016 to date.

Options

6. This report is for information and there are no options to consider.

Council Plan 2015-19

7. Explore contributes to a number of the council's corporate objectives including developing opportunities for residents and visitors to experience York as a vibrant and eventful city, improving opportunities for learning, and in strengthening York's economy through investment in the tourism infrastructure.

Implications

8. **Finance:** The contract sum for the full year in 2016/17 is £2,107,510.
9. The report has no implications relating to: Human Resources, Equalities, Legal, Crime and Disorder, Information Technology, Property.

Risk Management

10. This report is for information and there are no risks to consider.

Recommendations

11. That Members comment upon the performance of Explore.
Reason: To help monitor the service received under the contract.

Contact Details

Authors:

Fiona Williams
Chief Executive
Explore

Chief Officer Responsible for the report:

Charlie Croft
Assistant Director (Communities and Equalities)

Report Approved **Date** 31 October 2016

Wards Affected:

All

For further information please contact the author of the report

Background Papers: None

Annexes

Annex A – Report of the Chief Executive of Explore

Explore York Libraries and Archives Mutual Ltd

Overview

We have had an exciting summer with new services opening, successful grant awards and a wonderful Summer Reading Challenge.

Highlights

- 4,021 children took part in the Summer Reading Challenge
- Finance Manager appointed
- Monthly Community Member newsletter established
- Developing a new Explore Centre at Burnholme
- New reading café at Homestead Park launched
- Adult Learners Awards ceremony at York Explore celebrated adult learners achievements
- Big City Read launched – Pat Barker’s Regeneration
- Improvements to the layout at York Explore
- Arts Council award for a 3 year project at York Explore
- Wellcome Trust funding over 2 years to conserve and make the workhouse records accessible
- Animation weekend at York Explore using creative reinterpretation of the archives
- New archives advisory group formed to fundraise for the archive
- Clifton children’s library improved through a generous donation

National Influence

Our Chief Executive attended a round table discussion with the Minister for Civil Society and the Minister for the Cabinet to discuss how the Government can support mutuals and encourage more to “spin out”. Most of the mutuals so far are in the area of health and social care and so Explore has a different experience of it from a cultural point of view. The new Head of the Mutual Support Team, Jonathan Lindley came up to York for a half day to find out more about us and listen to how Government can support us. Theresa May mentioned her support for mutuals in her inaugural speech as Prime Minister and so there will be lots happening nationally to support services spinning out. Two other library services became mutuals in April and so there are now 4 of us. We are already developing ways to work together and support other library services who may be thinking of a change.

We would like to offer our learning and knowledge to any council service who is considering such a change.

Partnership with Joseph Rowntree

We are working with Joseph Rowntree in many ways now as we plan a potential move to the Folk Hall and open a new reading café in Homestead Park. At the end of May we opened a new Reading Café in Homestead Park. Working with Joseph Rowntree Foundation, we wanted to see if a reading café would be successful in this park as it has been in Rowntree Park. It certainly has been and we have extended the original contract to December. Staff have loved working there and people are enjoying the books and activities as well as the coffee and cakes! JRF created willow figures from Roald Dahl's books around the park. The success shows the appeal of a reading café and the income enables us to develop further services.

Digital Inclusion in New Earswick

We are providing regular digital support sessions at the new Digital Hub in New Earswick. The free sessions are much the same as we provide in libraries, including Explore the Internet, introductions to social media, streaming media, e-reading, tablets and other resources. The sessions are taking place at various times, with some evening sessions to provide more flexibility for local people.

Talk Talk are using the hub to provide support with and sell their ultra-fast broadband service, whilst JRF and Explore are providing the basic IT support. We are working with JRF to research the digital needs of local people via surveys and events – this is very much the start of a wider engagement for 2017, which will inform the support we might offer at the Folk Hall from 2018. The hub is open until December.

Our strong relationship with JRF on a digital inclusion level is important as it will contribute to larger projects for the future, especially with regard to addressing isolation and poverty in our communities. We have been discussing plans for future sessions in retirement homes and sheltered housing, digital roadshows, digital history projects and digital clinics.

Summer Reading Challenge

The Challenge this year was in celebration of Roald Dahl's centenary. The Big Friendly Read has been our best ever year with activities and prizes for children taking part.

Every year we hear stories of how children who had not thought of themselves as readers have been inspired by the challenge. Here is one:

“A Father and son came in on Friday evening to tell me about all six of his books. He went through each of the books, what he thought about them, what had happened in them. While we sorted out his prizes his father told me that the boy had Aspergers and had never been a reader much but the challenge had really inspired him, and he had made sure to get all the books done so he could collect everything. He was thrilled by his certificate and medal.”

Volunteers

This year we worked with local secondary schools, the Sixth Form College, and both York Universities to recruit volunteers to help us deliver the challenge. As well as getting new volunteers we asked current volunteers if they would help as well.

We had 52 young volunteers helping through the summer. Volunteers are now essential to delivering the challenge successfully and we get some lovely feedback from library staff and customers. The children love having someone to take time to listen to them and help them choose books and help them at events. The volunteers also get a lot out of the experience:

“My time over the past few years as a Reading Hack has been utterly fantastic. To see kids so enthused about reading and knowing you're a part of that is immensely fulfilling and hearing the kids' views on books you read at that age is fascinating. It's great to recommend books that you're later told are their favourite books and to be given recommendations in return! Being a part of the local community has also meant a lot to me too and the other volunteers have been absolutely wonderful in giving me help, support, and lots and lots of cake. To be given the opportunity to be a part of the reading challenge has been just great, especially having done it a lot as a kid myself.”

Schools

We worked closely with schools before the end of the summer term, to promote the challenge, and information was sent to schools by the Primary school improvement consultant. All primary schools had already been 'mapped' to their local libraries, who contacted them during the summer term to offer an SRC assembly or class visit. This year 40 York primary schools accepted our offer of a visit specifically to promote the SRC. Some schools

were unable to fit in a special SRC assembly, but all primary schools were offered promotional materials, including personal invitations for all pupils.

The Schools Cup was won by a very close margin this year. It will be presented to Acomb Primary who achieved 34% of their children completing the challenge.

Age of Participants

Here is a breakdown of ages taking part in both challenges.

Age	Participants	Completers
Not specified	283	126
0-3	477	188
4-7	1749	1012
8-11	1398	767
12-16	101	50
Over 16	13	3
Total	4021	2146

Books

As in previous years, we adopted the ethos of 'any book counts', and there is evidence that this is helpful in encouraging many children to read, as they are freed from the need to aim for 'the next level' and can just read for pleasure.

Children's Issue Figures for the period of the Summer Reading Challenge

A total of 56,022 children's items were borrowed over the period 15th July to 16th September, which break down as below. This counts for a 9 week period. This is up on last year when is in a 10 week period over the summer we issued 57,989 items.

C-PLAYA WAY	JR-AUDIO BK	JR-FIC-PB	JR-FICTION	JR-LPRINT	JR-NON FIC	PICTUR E-BK	TEEN AGE	Total
294	610	19928	3290	99	6140	16184	2071	55375
Overdrive childrens ebooks				372				
Overdrive childrens eaudiobooks				248				
OneClick childrens eaudiobooks				27				
				647				

New Library Membership

Due to the Summer Reading Challenge 199 children joined the library so that they could take part and 31 adults joined as their children were joining.

Events

As well as running the Summer Reading Challenge we ran activities in every library. We launched by having a Flash Read on the 15th July, when we asked schools and individuals to read or do a reading activity and tweet about it at 11 am or as near to this as they could. We invited classes and held under 5 sessions in libraries that were open. In total, including our celebrations we will have run 113 events, some charged but many free so that no one is excluded. A comment received on this:

“I would like to take this opportunity to say how brilliant the reading challenge was this year. Also how great all the activities were and how well they linked together and were organised. As a single parent with two children the low cost was great too. I was able to book in my girls for some and then plan our summer around them. I also liked the link with the Arts award (my girls completed that too) It was also good that some activities were open without booking.”

Toy Library

Issues of toys: 15/16 = 676, 16/17 up to end of Quarter two = 550
The figures show that the use of the service is growing and that we are seeing a seasonal borrowing trend with less going out over the summer period, when presumably children are playing outside and on holiday.

We are using the toys that are not on loan at play mornings in some libraries e.g. Acomb on Wednesday mornings, to help parents come together and help isolation that many feel. Toys are then available to see and loan after the session.

Big City Read

This year's book is Regeneration by Pat Barker and we have 5,000 copies to give away. We launched it in early October and there is a wonderful programme of events to support it. The theme is First World War, pacifism, mental health and poetry.

Digital Archives

At present we care for hard copy Council records according to international standards for storage, cataloguing and conservation. We have established mechanisms for preserving and providing access to these unique and valuable archives. Increasingly however, the Council creates its records digitally and manages them through proprietary software that presents new challenges. These documents will be the archives of the future but they are currently in unarchivable formats. We are beginning to develop a strategy for preserving and giving access to these archives in the long term. This is imperative for ongoing business use by Council officers and also for maintaining the historical record of York as a developing and changing city.

Without action in the next 3 years we may be looking at a 'black hole' in the city's record as well as reputational loss.

There are innovative cloud-based solutions available for digital archives that ensure they can be accessed quickly and efficiently by Council Officers and (where appropriate) the public, even when formats and software have become obsolete. Our City Archivist will prepare a detailed options report for April 2017.

Inclusive Arts and Media

Our bid to the Arts Council for a three year programme to establish York Explore as an inclusive, accessible, creative, cultural space in the city centre has been successful. This is a major undertaking and we are beginning with developing an audience development plan to better understand who our audiences are and how to communicate with them. The first workshop was an animation weekend for children as part of the Summer Reading Challenge. It is being premiered in December and will appear on Youtube etc. The children taking part have asked us to set up an animation club at the library. They worked with the Hunt Collection from the archive and have made Reginald Hunt come to life in clay! There is more work planned to creatively reinterpret the archives to involve people of all ages.

Governance

We continue to strengthen our governance arrangements. All Community Members now receive a monthly newsletter updating them on projects and activities. We are recruiting new Board members and will have a refreshed Board going into 2017. This gives us a good opportunity to introduce people with new skills and experience. Our latest recruit is Jo North who owns the

Big Bang Partnership. She has a lot of experience in being on a Board and in workforce development.

Feedback Policy

We have renewed our policy to show the steps to take if someone has a complaint. We receive feedback in a number of different ways:

- Informal comments made to frontline staff
- Surveys
- Responses to consultation
- Written comments by email and letter
- Evaluation from events and activities

The vast majority of comments are positive or easily answered questions and are dealt with at the library where they occur. We have had some recent comments around poor customer service which we are dealing with. Also data protection issues have been raised as a result of an online consultation in August about the possibility of putting anonymised data from our book borrowing records on the York Open Data Platform. We followed the Information Commissioners Office standards and guidance in big data and anonymisation and undertook a privacy impact assessment to ensure that we were following good practice. We also worked closely with CYC's Business Intelligence Hub on the proposal. We received a number of responses querying this proposal and so we decided against going ahead with it at this time. It is very important to us that our users have confidence in the way we protect their data and we work to very high standards and to that end we have also begun a full review of all Explore processes and policies using CILIP's toolkit User Privacy in Libraries. Our Chief Executive has spoken with the President of the Society of Chief Librarians and between them they have asked the National Libraries Taskforce set up by the DCMS to take on a piece of work looking at this in partnership with other relevant national bodies to instigate a full debate.

We have just undertaken a Plus Library User Survey (PLUS) across all libraries. This is a national survey administered by CIPFA. We are awaiting the full analysis but already have some positive quotes.

“The library is a vital element in the life of the community and the only social interactive space for many elderly residents.”

“The library plays a large part in my life; I would be lost without it.”

Asset Development

Tang Hall Library

We are working with the council to develop a new Explore Centre at the Burnholme site. This presents us with an exciting opportunity to significantly improve our services to local people. The existing library at Tang Hall is no longer fit for purpose and work is currently underway to ensure the building's safety.

Haxby and Wigginton Library

The library at Haxby became structurally unsafe in July and we had to move out over two weeks. Oaken Grove Community Centre came to our rescue with the offer of a room for the children's library so we could run the Summer Reading Challenge. Our mobile library has been visiting Haxby and Wigginton sites to provide additional cover. However, the service we are offering is not what we would choose. It has always been a very busy library well loved by local people and we felt very sad to be leaving it so quickly. But staff and public safety have always to be paramount.

The council have been very supportive and are giving us funding to procure a new mobile library. For the medium term, we plan to provide a mobile service that visits more places and stays for longer so we can provide opening hours similar to those before. Our staff have been amazing as always, and have worked so hard to make the changes as easy as possible for our users. The people of Haxby and Wigginton have also been very kind and understanding, given that the service available is not as good as it was.

A long term solution could be a new library as part of a development of the Memorial Hall. We are working with the Hall trustees and CYC and Haxby Town Council and Wigginton Parish Council on that.

We are establishing a Friends group to fundraise for new furniture and books for when we get a replacement building.

Explore is absolutely committed to a library and archive service for the people of Haxby and Wigginton. The library there has always been one of our busiest and we have always wanted to improve the services available so we are seeing this as our opportunity to do that. We will be conducting public consultation to begin a conversation about what is needed.

Workforce Development Strategy 2016-18

Explore commissioned the Workforce Development Unit (WDU) of City of York Council to co-produce our first Workforce Development Strategy. This aligns closely with our business strategy and is designed to meet the Learning and Development needs of all staff, bring in new and different ways of learning and support the organisational development of Explore.

The work is wide ranging and includes activity to deliver the Explore value of being a learning organisation using reflective practice to develop and improve. Over time as the work embeds this will influence the way all staff feel and behave as they deliver high value service to individuals and communities while improving the way that Explore does business.

The strategy objectives are:

1. Create an inclusive approach to workforce development so the skills, talent, energy and commitment of the whole workforce are harnessed
2. Equip all staff with the skills they need to deliver Explores Business Strategy
3. Ensure Explore is fit for purpose as an independent mutual
4. Develop knowledge and skills in reflective practice so it becomes the way of doing business for all of Explore's workforce
5. Achieve external accreditation for investing in the workforce – paid and volunteer
6. Deliver the infrastructure needed to become a learning organisation

The strategy is supported by a comprehensive action plan that identifies the need to both 'get the basics right' and use learning as a tool to develop all staff and grow Explore commercially.

The strategy was based on the findings of:

- Individual discussions with the Chief Executive, Head of Strategy and Operations and Staff Director
- Collective discussion with the Explore Management Team
- Feedback from the staff engagement visits in Autumn 2015 by the Head of Strategy and Operations and Staff Director
- A skills audit questionnaire sent to all Explore paid staff in October 2015
- Feedback from workshops delivered at the Annual Explore Staff Conference December 2015

Since January 2016 implementation of the action plan has been lead by the Chief Operating Officer via the Staff Advisory Group and includes delivery of:

- a new Personal Development Plan system
- provision of training in health and safety
- Strategic Management Team development
- review of staff performance data
- development of a Health and Wellbeing survey for December 2016

Explore continues to work in partnership with WDU in the implementation of the strategy. We are enjoying working with the staff in WDU and improvements can already be felt with staff identifying the different skills needed to work in a different organisation.

Finance

We have just appointed a new Finance Manager and are pleased to welcome Alan Wadsworth to our Explore family. We are developing our growth plan for the next five years and this post is central to our commitment to a robust financial plan.

We have recently been audited for 2015/16 with no major issues.

We were successful with our application for charitable status. This has allowed us to begin a philanthropic strategy to raise funds. We have also been successful in applying for business rate relief from the council.

Volunteers

The number of volunteers continues to grow (258) and they help us to deliver a wide range of events as well as helping with the day to day stuff. Clifton Library staff have written the following to show the valuable contribution made by our volunteers.

Generally at Clifton we currently have Volunteer shelvees, storytellers, Reading Group volunteer, Events volunteers & "General. Having shelvees means we can spend more time with customers, working on stock and planning events, displays etc. Story time volunteers mean we can run regular story sessions even when we are single staffed where we would have to break off every 5 minutes to deal with other customers.

Our Reading Group volunteer liaises with staff regarding books the group are reading and facilitates the session, meaning staff input is minimum. Events Volunteers provided support at our children's event and at craft fairs,

including helping get materials ready, helping set up and pack up after craft fairs, running tombola stalls etc all of which would not be possible if we were just relying on our branch staffing.

Recently volunteers have come in and helped to paint the library as part of our makeover. They are also coming in to help staff pack up the books before we close for the carpet fitting. They are a valuable resource that we now couldn't imagine being without. Certainly at Clifton we feel that they are part of our team.

Performance

Overall the number of visits is up 8% on last year. Book issues are down 1%, but there are increases at some libraries and in some formats. Ebook and audio download borrowing continues to grow massively, up 44% on last year. Book issues are also up at York Explore (4%) which shows the success of the recent changes to the layout and display of stock. Loan of toys is up by 113%. There are a few libraries who are struggling and we are planning interventions to look in detail at those communities to see how we can improve. Haxby's figures are significantly down as would be expected by the sudden closure in July. New Earswick is showing an increase of 32% of book issues as expected as it has longer opening hours to counter the closure of Haxby. We will be redrafting the targets for Haxby for the medium term whilst we find a long term solution. See Appendix 2 for more detailed figures, which are also on our website.

Looking Ahead

We have our second AGM on 14 November 2016 and we are looking forward to meeting our Community Members and showcasing our work.

We have been working on a new five year strategy. Austerity has had a huge impact on libraries across the country. Explore has been successful in keeping all libraries open and indeed expanding the offer through a new reading café at Homestead Park. The future remains uncertain with exit from Europe high on the government's agenda. There will be as yet unknown impacts on local government from this and so on Explore. The only certainty is that there will be more change and a need to continue to reduce budgets. We want to be ready to seize opportunity where it appears and improve our services along with sound financial management

Our vision remains the same

"To enable everyone to lead fuller, more connected and engaged lives"

We have identified 5 key objectives to deliver the vision

- To be a strong and sustainable organisation
- To share the joy of reading with everyone
- To be the focal point of communities, building resilience and engagement
- To contribute to everyone's health and wellbeing
- To be places of learning, creativity and discovery

Appendices:

Appendix 1 – Archives Access Plan 2016 Qtr3

Appendix 2 – Performance Round Up April – Sept 2016

Archives Access Plan 2016: Q3 update

Welcome to this third quarterly update on our 2016 Access Plan. In this update you will find more information about how we have been progressing with the actions outlined in the Access Plan, as well as details of some new projects and activities which have arisen since the second update in early July. As with our previous update, numbers in brackets in this document refer back to the relevant strategic objectives on our [Access Plan](#).

One thing to note is that we are moving our reporting timeframe from calendar years to financial years, to bring us into line with the rest of Explore. As a result, our 2016 Access Plan will now run for 15 months (through to March 2017). We have added in a number of additional objectives to take account of this.

Archives and Local History Public Service update

Headline numbers

- 20,824 visitors to Archives and Local History in Q3
- 474 onsite archives encounters, including 115 archive researchers.
- 635 offsite encounters, including talks and presentations held outside of Explore.
- We retrieved 413 documents in Q3 2016 – our numbers continue to hold strongly.
- Numbers of enquiries have dropped from 272 in Q3 last year to 191 over the same period this year. Again, this seems to be due to the success of the new website and online catalogue.

Creation of surrogate copies of our collections

Work is continuing to microfilm the 16,000 fragile newspaper pages and scan and print 400 map copies to help us vastly improve our open access service. We are still awaiting confirmation of when the materials will be back on-site, and will make an announcement about that as soon as possible.

In addition, over the next few months we will be looking to catalogue our remaining Ordnance Survey maps, making them available to view in the Archives Reading Room.

Staffing changes

As we mentioned in our quarter 2 Access Plan update Justine Winstanley-Brown, our Archivist for Civic and Public Records, left us in May to pursue a legal career. We are pleased to announce that Catriona Cannon joined us in early August as our new Archivist. Catriona has relocated from London, where she spent three years with the Royal Opera House Archives and has previously worked in archives in Europe too.

On 26th September we also welcomed Dr Julie-Ann Vickers to the team. Julie-Ann has joined us as our Past Caring? Project Archivist funded by Wellcome and will be with us for the next two years working on our Poor Law, Union Workhouse and Department of Health records. (3)

On 30th September we said goodbye to David Burton, our Project Delivery Manager on the *York: Gateway to History* project. David has been instrumental in getting the project delivered on time and on budget, and we thank him for all his contributions.

Volunteer update

Headline numbers for July – September 2016

- **33** Archives Support volunteers and one Family History Buddy supporting the front-line ALH service, offering us **613** hours of their time this quarter (9).
- **5** student placements from York St John's University, University of York and University of Leeds (**294** hours). (1, 9 and 11)
- **Seven** days of work experience offered to school children (**32** hours).
- **One** digitisation volunteer and **eight** volunteers from the Civic Trust working on the Hugh Murray collection (**97** hours).
- As a result, we have had a total of **51** people offering their time to the Archives and Local History service in the last three months. This equates to a total of **1004** hours. (9)

Volunteer projects

Work will be progressing on the card catalogue project over the coming few months, as we start to import batches of information from the cards into our online catalogue.

Over the last three months our front-line volunteers have finished cataloguing all our Special Collections books (11). Details of all our Special Collections book stock can now be found on the online library catalogue. The books are marked as 'Local History Reserve.'



Work has now begun on cataloguing one of our recent accessions from the photographer Frank Pick. The c.15,000 envelopes of original negatives contained in the collection were created as part of Pick's role as a news photographer in the later 20th century. We expect this work to be a longer-term project for our volunteers, but one which will most likely be released in sections.

We have also begun work to physically re-label the Civil Defence records in preparation for making the files available to the public in the Archives Reading Room. Our September Archives Blitz-It day began this work, and saw around 300 files (approximately one quarter of the overall collection) re-labelled and re-boxed.

Project news

Past Caring?

As reported above, our Past Caring? project began at the end of September 2016. Julie-Ann is still in the process of getting acquainted with our records, but over the next quarter she will be focussing on researching and cataloguing the Poor Law Union and Workhouse records. She will be giving a Mint Yard Lecture about the project at beginning of December – tickets are now on sale from our libraries so please do join us to find out more.

In order to facilitate Julie-Ann's research, the Poor Law Union and Workhouse records were temporarily taken off public access on Monday 10th October. We anticipate the records being unavailable for around 18 months to allow time for both cataloguing and some much-needed conservation work, but watch this space for announcements. (3)

Find My Past digitisation

The digitisation of our records by FamilySearch was completed in July, ahead of schedule. The digital files have now been sent to Find My Past for indexing, and once that work has been completed we will set a date to launch our records on their system, most likely in the first half of 2017. More information about how that work is progressing will be issued in future Access Plan updates. (10 and 22).

Hugh Murray Project First anniversary

In early September we marked an important milestone in our volunteering project with the York Civic Trust to catalogue the archive of local historian Hugh Murray. The project has now been running for a year, and the volunteers are approximately two-thirds of the way through box-listing the collection, which includes some 200,000 negatives and slides of York and the surrounding area.

We celebrated the milestone with a tea-party in the cafe at York Explore with some of the volunteers. We really admire their hard work and dedication when faced with quite so many images!!



Cataloguing update (9)

Making our collections accessible – the Headlines

- 33 community collections catalogued in Q3
- Includes three newly-acquired collections and further deposits to another two.
- Work has continued on the c.1,200 civil defence entries, and back-end processing is currently taking place on our Streets and Buildings files for release in Q4.
- Full list of newly-catalogued collections available as appendix 1

Pamphlet collection

In our Q2 update we mentioned we would be moving on to look at our pamphlet collections after work had finished on the Special Collections material. Whilst work has already begun, the pamphlets, amounting to some 500 boxes, require specialist appraisal by archivists before they can be catalogued (see our Access Plan Q2 update for more details). Due to other commitments this specialist appraisal has been slightly delayed, but a project will be scoped in Q4 to allow work to begin on cataloguing the pamphlets as soon as possible.

Partnership working

Over the course of this quarter we have:

- hosted the Archives and Records Association Northern Region day-conference, entitled 'Never work with Children and Animals.' The conference acts as CPD for the local archive profession.
- continued to support York High School with their exhibition 'More than just the Somme' in the community exhibition space at the Castle Museum by lending them our World War One Touring banners. The exhibition has been extended and is now due to finish in October 2016. (11)
- attended the York Cultural Learning partnership at York Explore, where we were introduced to a number of potential future partners for interactive children's projects.
- supported a three day children's animation workshop hosted by colleagues in Explore and animators Glass Cannon. (10, 11 and 16).
- provided images from our newspaper collections to the York Press for their commemoration of the 70th anniversary of the death of Norma Dale in Tang Hall. (11)
- began a partnership with the York Press Features editor, providing him with images for his ongoing 'Yesterday once more' features (11).
- supported the Serious Crime Team of North Yorkshire Police with a number of ongoing historic cases.
- completed our offering as part of the Big City Read programme 2016, working with colleagues from across Explore and external partners. Big City Read will officially launch on 5th October 2016. (11)

Coroner's files

As part of our public records remit we hold coroners files for the City of York area. Many of these files have previously been indexed, however work is underway to catalogue the gap in our records (from c.1970 onwards).

A new coroner has recently been appointed for York, and Catriona has been working with him to establish a process for handling enquiries relating to the records. She is also working to establish a formal process of payment for storage with the coroners office, and a process of providing access to records less than 30 years old. More announcements will be made about that in due course.



With the departure of the previous coroner, we have also taken in the records from 2010-2015, which we will be cataloguing as part of our ongoing work.

New Archives Advisory Group (21)

As reported in our Q2 update, our new Archives Advisory Group has been formed, primarily to support us with fundraising activities and to provide us with help and expertise in taking forward some of our proposed project work.

The Group met in September and at the meeting members were presented with proposals for a number of different projects. Of these, the Group has selected four to pursue over the coming months:

- Cataloguing and preservation of our c.150,000 engineers plans
- Matched funding for the Past Caring? conservation grant
- The conservation of our medieval B/Y memoranda book
- The funding of a two-year graduate trainee post

Members of the Advisory Group will be working with the archives team over the coming months to work-up these proposals into more detailed plans, and to investigate potential funding streams to allow the work to take place.

The other proposals not selected at this time will be kept in reserve, and it is the Group's intention to revisit these plans in the future.

In addition, a further proposal made at the meeting, regarding the conservation of the records of York Gas Company, will be taken forward separately, with a view to submitting a funding bid to the National Manuscripts Conservation Fund in early 2017.

Outreach

Establishment of a Friends' Group (21)

On Tuesday 27th September we held an Open Evening in the Archives for Explore's community members, volunteers and the existing Friends of York City Archives. John Carlill, Chairman of the Archives Advisory Group, gave a presentation about our ambitions as a service over the coming years and introduced the idea of establishing a new Friends of Explore York Archives. The new Friends' Group is to have a focus on fundraising and advocacy, and anyone interested in participating in the group, our being a committee member, can note their interest by emailing archives@exploreymork.org.uk.

Over the course of this quarter we have also:

- attended the Yorkshire Family History Fair at York Racecourse, where we talked to 139 people about our collections. (23)
- installed a temporary exhibition about the Hunt collection of autographed artefacts in the York Explore display case.
- begun using some of our collections with the York Explore dementia reading group, in partnership with the Alheimers Society (8).
- run nine Local History story boxes sessions for children over the summer in our branch libraries, with a total of 163 attendees (5).
- hosted a corporate Archives Blitz-It for staff of the Hull, York and Newcastle Lombard teams, who helped us catalogue some of our Streets and Buildings files from the civic archive (9 and 11).
- attended the York Food Festival Children's workshops, with an activity based on our collection of Chocolate Letters from 1915. The workshops were attended by eleven schools, who between them brought 491 children (11).
- hosted an Archives Blitz-It session for the York 50+ Festival around our civil defence records, which was attended by 11 people (9 and 11).
- given a tour and archives display for the Friends of York Mansion House, as a volunteer training opportunity (11).
- been interviewed by Radio York about our services as part of their day in the archives (to coincide with the launch of the York Explore online reading group).
- appeared on BBC Look North showcasing our historic newspapers as part of the Norma Dale 70th anniversary commemorations. (11)
- given a talk at National Railway Museum on 'Researching Your First World War ancestors', as part of their series of talks for the Ambulance Trains exhibition (11).
- supported City of York Council by confirming York gave financial assistance to London after the Great Fire of 1666. (11)



left: We had a great spot at the Yorkshire Family History Fair on the Knavesmire!

below left: Our children's animation workshop based on the Hunt Collection proved really popular.

below right: Access Archivist Laura Yeoman is interviewed by BBC Look North's Nicola Rees.



What's to come in Q4....

- Look out for our events in the Big City Read programme, including our First World War themed Archives Blitz-It!
- Keep an eye out for our Explore Your Archives brochure arriving in libraries.
- We will be releasing details of our new Mint Yard Lectures programme for 2017.

Appendix 1: Collections made accessible in Q3

Community Collections

- Acomb Parish Council minutes
- Arnett's Butchers
- Association of Voluntary Guides
- Bleasdale's Chemists
- Ben Johnson's Printers
- Brunswick Hostel
- Castle Area Campaign (new accession)
- Cattley, Ernest, Wood Merchants
- Citizens Advice Bureau
- Fulford (Water) Parish Council
- Gray Dodsworth and Cobb Solicitors (part)
- Hodgson's Charitable Trust
- Huntington Local History Group
- Iris Lemare
- John Marriott papers
- Jumiper Communities Ltd Charity
- Kexby Parish Council papers
- Legion of Frontiersmen York
- Liberal Democrats, York (new accession)
- Philip Leeman (new accession)
- Raimes Chemists
- Scout Association (additional deposit)
- Scouts - Poppleton
- Soroptomists International
- The Ramblers Association (new accession)
- Treasurer's House deeds
- York 2000 pressure group
- York Charity Cricket Cups
- York Choral Society
- York Labour Party (additional deposit)
- York Musical Society
- York Railway Lecture and Debating Society
- York Red Cross and St John Penny-a-week fund

Civic collections:

- Y/CUL/1/1-20: Festivals papers, additional materials
- Y/EDU/1/1/10: Appointment of Trustees under the Tithe Act 1936 for Beswick, East Riding
- Y/EDU/5/3: York Public Library additional materials
- Y/PPT/2/2/1/1-411: Streets and buildings files
- Y/PPT/2/5/1-181: Town planning files

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Explore York Libraries and Archives MI Performance Report

Author: Helen Whitehead
Period covering: Apr-Sep 16
Date of Board meeting: NA

Summary

Performance overview

	Apr-Sep 16	Apr- Sep 15	Up/Down on previous	Target	Up/Down on target	Note
Visits	564,600	522,217	8%	617,695	-9%	Being up on last year isn't sufficient to make a stretching target.
Issues	416,070	421,303	-1%	462,870	-10%	The biggest increases are adult fiction at York Explore (+2,400), and e-magazine issues (+2,500). The biggest losses are at Haxby (building closure) and Strensall
New books	18,719	10,436	79%	15,515	21%	Last year's poor figure is because we had a major problem with a supplier in Summer 2015, which was resolved in October. This year's strong figures are because we're cataloguing a huge batch of local history material. Taking these out of the picture, we're slightly below target due to not getting as many children's books as usual up to August, but this is resolved from September.
Vol hours	10,556	8,154	29%	11,660	-9%	Being up on last year isn't sufficient to make a stretching target.
Archives encounters	1,994	2,143	-7%	1,400	42%	

Actions

Issues by branch

	Apr - Sep 2016	Apr - Sep 2015	Up/down on 2015	% up/down on 2015
York	133898	128468	5430	4%
E-Library	13076	9050	4026	44%
New Earswick	9192	6956	2236	32%
Poppleton	14702	12988	1714	13%
Homestead Park	259	0	259	NA
Fulford	10939	10802	137	1%
Dringhouses	15078	14986	92	1%
Dunnington	10767	10681	86	1%
Rowntree Park	5477	5567	-90	-2%
Mobile	9628	10032	-404	-4%
Sycamore House	949	1380	-431	-31%
Copmanthorpe	13816	14333	-517	-4%
Bishopthorpe	13451	14137	-686	-5%
Clifton	21647	22471	-824	-4%
Huntington	13703	14777	-1074	-7%
Acomb	54283	55634	-1351	-2%
Tang Hall	35322	36773	-1451	-4%
Strensall	11753	16281	-4528	-28%
Haxby	28130	35987	-7857	-22%
	416,070	421,303	-5,233	-1%

Issues by type

	Apr - Sep 16	Apr - Sep 15	Up/down on previous	% up/down on previous
E downloads	13076	9050	4026	44%
Toys	550	258	292	113%
Adult audiobooks	11212	11022	190	2%
Children's Audiobooks	2296	2263	33	1%
Language courses and multi-media	291	356	-65	-18%
Children's non-fiction	16064	16278	-214	-1%
Adult nonfiction	92387	93699	-1312	-1%
Children's fiction	115225	118512	-3287	-3%
Adult fiction	164969	169865	-4896	-3%
	416070	421303	-5233	-1%

Visits

	Apr to Sep 2016	Apr to Sep 15	Up/down on previous	% up/down on previous
Homestead Park	46884	0	46884	NA
Rowntree Park	56304	52272	4032	8%
Mobile	7852	4747	3105	65%
Bishopthorpe	15126	12960	2166	17%
New Earswick	11694	9729	1965	20%
Poppleton	11772	9994	1778	18%
Tang Hall	30444	28759	1685	6%
Fulford	12024	10550	1474	14%
Clifton	20184	19283	901	5%
Dunnington	10403	10049	354	4%
Copmanthorpe	12962	12874	88	1%
Dringhouses	11792	11769	23	0%
Sycamore House	368	411	-43	-10%
Huntington	11375	11905	-530	-4%
Strensall	7307	9600	-2293	-24%
Acomb	54719	57672	-2953	-5%
Haxby	16194	22878	-6684	-29%
York	227196	236765	-9569	-4%
Total	564600	522217	42383	8%



Learning & Culture Policy & Scrutiny Committee

9 November 2016

Report of the Assistant Director (Communities and Equalities)

York Learning – Strategic Plan Update & Progress Report 2016/17**Summary**

1. This report presents performance data for York Learning and provides an update and progress report against the service's strategic plan. It is one of two reports due for consideration by this committee, the other one being due in June 2017. This report focuses on the initial performance since August 2016. It also presents the service initial findings for its annual Self Assessment Report, prior to this being presented to the Executive Member in December 2016.
2. These two reports form part of the service's governance arrangements which are crucially important for the service in demonstrating to Ofsted that it has secure and robust governance arrangements in place.

Recommendations

3. Members are asked to:
 - Comment upon the performance of York Learning and seek clarification on any areas of concern
 - Consider the initial findings of the services self assessment report and make comments and recommendations for consideration by the executive member.

Reason: To help monitor the service and ensure robust governance arrangements.

Background

4. York Learning is a council service which delivers a range of learning programmes to support people into employment, to improve their skills and to support their personal development. The service is funded almost exclusively from external contract funding and fee income. For the academic year 2016/17 this will be £2.45m, an increase of about £130k on the

previous year. Most of this increase has been in funding to support 19-25 year olds with high needs support provided via a sub- contract with Blueberry Academy.

5. Annex A gives the context and overview of the service, sets out the challenges the service has faced over the past 12 months and the high level activity of the service for the next 12 months. A detailed action plan and progress update is included as Annex B.
6. In addition to the report there is a detailed breakdown of income streams for the service. This was requested by members at the last scrutiny committee and is presented for information and comment. This is primarily a financial year income report but should not vary considerably for the academic year. This is included as Annex C.
7. This report also presents a digest of the services Self Assessment Report (see Annex D). Primarily the high level information and judgements. A more detailed curriculum level report underpins this and is used to develop a detailed improvement plan for each area of the service. This report is still a draft report and following any recommendations from this committee will be presented to the executive member for sign off in December 2016.
8. The strategic plan for 2016/17 was considered and agreed by the Executive Member for Leisure Culture and Tourism in June 2016.

Options

9. This report is for information and there are no options to consider.

Council Plan 2015-19

10. York Learning plan is set within the context of the council plan but also responds to a number of sub regional, regional and national policy objectives.

Implications

11. **Finance:** The service is fully funded via external contracts and grants.
12. The report has no Human Resources, Equalities, Legal, Crime and Disorder, Information Technology, Property or other implications.

Risk Management

13. This report is for information and there are no risks to consider.

Contact Details

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Chief Officer Responsible for the report:

Charlie Croft
Assistant Director (Communities & Equalities)

Report Approved **Date** 12 October 2016

Wards Affected:

All



For further information please contact the author of the report

Background Papers: None

Annexes

Annex A – Strategic/Service Plan 2016/17

Annex B – Update report on progress

Annex C – Service income financial year 16/17

Annex D – Self Assessment Report

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York Learning
Strategic Plan 2016/17

Service:

Communities, Culture and Public Realm

York Learning

Directorate:

Communities and Neighbourhoods

Director:

Sally Burns

Cabinet Member:

Cllr Nigel Ayre

Section 1: The Service

York Learning is a CYC business unit that focuses on improving people's skills for work, contributing to their health and well being and providing a range of leisure based learning opportunities. Provision is secured exclusively by external funding and contracts and the service has a zero base budget.

Turnover for 2016/17 is expected to be £2.4 m, (an increase of 100k on 15/16, mainly as a result of increases in funding for 16-18 work, fee income and loans funded provision), with all of the funding secured from external contracts and fee income. The service is expecting a reduction in funding for Apprenticeships for 16-18 year olds, partly as a result of fewer companies within the sectors the service operates in taking on apprentices in this age group.

The service employs 180 staff, with some 60 full and part-time contracted staff and 120 sessional tutors and support staff. The service had just over 6000 student enrolments in 2015/16 which was just over 4000 students. Currently the service operates from 40 community venues with substantial provision at York and Acomb Explore, Huntington, Fulford and York High secondary schools and Huntington Community centre, as well as in local primary schools and children's centres. The service operates its 16-18 full-time programme from Rougier House on Rougier Street, where there are dedicated learning rooms and a fully equipped ICT suite. The service management headquarters are in West Offices, with the main service reception located within CYC customer centre.

The service was subject to an Ofsted Short Inspection in February 2016 which resulted in the service being judged as Good, thus maintaining its status from the previous inspection. Success rates in the majority of areas of provision are above the national average (judged as the % of those people successfully achieving the qualification compared with those who started the course), as reported in the service self-assessment report. Success rates for Childcare and ICT (Information and Communications Technology) are outstanding. Success rates for functional English, maths and ICT are good with a three year improvement trend and significant improvement for 16-18 provision.

The service has maintained a highly successful leisure learning programme at a time when other local authority providers have substantially reduced this type of provision. This has not only enabled the service to continue to offer local residents highly valued and popular courses, but enabled some cross subsidy of other programmes where fee income is impossible to collect.

The service offers a range of programmes including but not restricted to the following:

- English and maths functional skills and GCSE programmes
- ICT programmes to support Digital inclusion
- Full-time 16-18 programmes including personalised learning programmes
- A range of health and well being programmes
- Family Learning Programmes as part of a first steps back into learning and work
- Employability and work preparation programmes
- 16-18 and 19+ Apprenticeships
- Essential workplace qualifications to improve skills
- A range of leisure programmes to support health and well being and personal development
- A range of loan-funded programmes at level 3,4 and 5, to support the improvement of skills for work

Section 2: Mission and Vision

The service mission and vision are drawn from the CYC Council Plan. The service will seek to support and implement clear council policies relating to Skills and Employment focussing on supporting Adults to improve their life chances, but also on improving Adult Skills to support young people, particularly through Family Learning. Where appropriate the service will work with local employers to improve the workforce skills and support new developments as appropriate. The service mission and vision are included below:

Our Vision

All our clients have the skill and motivation to maximise their life chances

Our Mission

Support people to achieve the best they possibly can, by delivering learning, skills and employability programmes to suit their needs

Section 3: Operating Context

The service primarily provides learning to adults, in partnership and with links to a number of other learning providers. It has a unique place in the city providing community based learning in a variety of community venues throughout York. The service offers a non-campus based programme in local communities; a feature often sighted by learners as significant to them. There are close partnership links with Explore York, who provide three significant community spaces for delivery, York Explore, Acomb Explore and Clifton. These high quality spaces are vital to the delivery of York Learning programmes.

There are strong partnership arrangements through York Community Learning Partnership and Higher York for the planning and promotion of learning. York WEA, (Workers' Educational Association) York College, York Explore, York Museum Trust and York University are significant and active partners who collaborate to produce joint publicity, celebration events and other promotional activity. Joint planning of programmes is developing although there is still significant work to do in this area. The Family Learning team liaise with children's centres, local primary schools and education advisers to ensure programmes support local early years and primary school priorities and initiatives. In the area of 16-18 programmes and personalised learning for 19-25 there is a very strong and productive relationship with Blueberry Academy. This secures provision for the most vulnerable learners in the city and provides a highly cost effective programme.

In common with most public sector organisations, core funding for provision is reducing year on year and the service is continually seeking new funding

streams to diversify its offer, in order to be able to continue to support some of the most vulnerable adults and young people in the city. This includes developing more “full-cost” provision (with a view to investing more in targeting learning) and competing in the market place for new business. The service is well placed to take forward opportunities for ESIF (European Structural Infrastructure Funding) mainly in supporting individuals who are unemployed or those returning to the workplace.

Core work for the service over the past couple of years has focussed to a large extent on getting people ready for work and improving their skills so that they can improve their work and life chances. Whilst this work will continue, the current relatively low levels of unemployment mean that the focus will shift to support some of those who are most vulnerable and perhaps some way from the job market. This work involves intensive one to one support for individuals.

The service will be seeking to secure external funding for this work through both Leeds City Region LEP (Local Enterprise Partnership) and York and North Yorkshire LEP. This may involve work beyond the city boundaries, either in direct delivery or in partnership work as part of a larger contract.

Section 4: Priority Focus

Key priorities for the service remain on developing skills for employment and to support health and well being. The service continues to focus on core skills of English, maths and ICT as these are the building blocks for the development of other skills and are key to the development of further learning. There continues to be a focus in all provision on improving core skills of English, maths and ICT alongside a general focus on supporting people skills to gain employment. In brief priority areas include:

- Full time 16-18 programmes, including personalised learning programmes for some of the city’s most vulnerable young people
- 16-18 and 19+ Apprenticeships, supporting national and local priorities
- Developing and improving skills in English, maths and ICT
- Programmes designed to support parents and individuals to support children’s learning
- Programmes designed to support and improve peoples’ mental health and well being
- Programmes to support people’s personal development and leisure learning
- Programmes designed to support people back into work or to improve in work skills to enable them to progress

Section 5: Challenges

Funding for programmes remains the single key challenge for the service. This is both in securing new funding to develop the offer and respond to local needs. During 2015 the service underwent a major reorganisation shedding some 10 FTE roles amounting to savings close to £300k. Whilst this process was

managed efficiently and effectively, reductions of this magnitude do affect staff morale and expertise within the service. This will continue to be a challenge going forward.

There are also some risks associated with contract compliance and reaching maximum contract values. Whilst the service is aware of those risks and takes the appropriate action to monitor and mitigate those risks, there remain some challenges in ensuring that the resources dedicated to fulfilling the contracts do not exceed the value of the contracts themselves. This is particularly a risk in the early "capacity building" phase of a new contract, where initial investment is needed to secure the model, but where the funding is insufficient in the early stages to cover this. Ensuring a model is developed to cope with this is important.

One very specific contract risk that was identified in the previous strategic plan related to the 16-18 full time learning programme. Whilst the risks identified previously still remain, increases in funding into this area, due to the increase in student numbers and effective management to maximise funding are now mitigating this risk. The service will need to remain vigilant as this area supports some of the most vulnerable young people in the city.

Reductions in funding have resulted in significant cuts to provision of sessional childcare which is having an adverse effect on the number of parents, in particular lone parents, accessing Family Learning courses. Whilst the increase in two and three/four year old funded places will provide some support, the lack of funding for sessional childcare for younger children and at appropriate venues to enable parents to attend first step courses remains a significant challenge.

Apprenticeship reform at a national level continues at a pace. Whilst this is a complex area, in essence the risks to the service come from the switch in control of funding to employers and the fact that for the first time many employers will have to make a "cash" contribution for apprenticeship programmes. The detail of Apprenticeship reform is still not clear but the opening up of the market place clearly poses some risks to this aspect of the service's provision.

Finally, the role of the Local Enterprise Partnerships (both Leeds and York and North Yorkshire) and the potential affects of Devolution are sure to have a significant impact on funding for the service. Whilst the switching of control of funding from a national to a regional level is a positive development, competing for funding with other areas where levels of deprivation and unemployment might be greater, does pose some risks. Whilst direct impacts are not likely to be felt in 2016/17, impacts are likely to be significant in subsequent years.

Section 6: Actions 2016/17 Academic Year

	Council Plan/Local Priority	Activity	Lead officer	Milestones	Indicators by which performance will be measured & Frequency
1	Residents have the opportunity to get good quality and well paid jobs YSS – 2 - Skills for Employment – More opportunities for the city’s most vulnerable adults and excluded groups.	<i>Rolled forward action from 2015/16 plan</i> Secure an ESIF (European Structural and Investment Fund) contract for working with some of the most vulnerable adults in the city to help them secure skills for employment and to support their mental well-being	CC/AG	<ul style="list-style-type: none"> • Delivery contract agreed with Lead provider - 07/16 • Contract deliver commences - 10/16 • First cohort of learners recruited to programme– 10/16 • First job outcomes achieved 03/17 	<ul style="list-style-type: none"> • Total Number of people recruited and supported in programme (TBA) • Total number of new starters each month (TBA) • Total number of job outcomes achieved and sustained (TBA)
2	Everyone has access to opportunities regardless of their background	Continue to secure provision for High needs support students as part of a “Personalised Learning” for 16-19 year olds and for 19-24 with learning difficulties	CG	<ul style="list-style-type: none"> • New funding arrangements are modelled and agreed and the impact on provision is understood • Work with a range of new providers to secure appropriate places for students 	<ul style="list-style-type: none"> • 40 learners secure education provision with appropriate levels of High Needs Support funding.

3	<p>Residents have the opportunity to get good quality and well paid jobs</p> <p>YSS – 2 - Skills for Employment – More opportunities for the city’s most vulnerable adults and excluded groups.</p>	<p>Deliver NEET ESF contract as part of a strategy to support young people into employment</p>	CG	<ul style="list-style-type: none"> • Contract volumes are agreed 05/16 • Strategy to engage young people agreed and implemented 06/16 • Staffing levels agreed and contract management arrangements confirmed 06/16 	<p>Danesgate Outcomes</p> <p>30 starts</p> <ul style="list-style-type: none"> • 30 completers of unaccredited activity • 15 education • 5 employment • 3 Traineeships • 2 Apprenticeships <p>FE dropout/ other NEET or other</p> <p>25 starts</p> <ul style="list-style-type: none"> • 10 employment • 3 Apprenticeships • 15 voluntary placements
4	<p>Residents have the opportunity to get good quality and well paid jobs</p> <p>York Skills Strategy (YSS) – 2 - Skills for Employment – More opportunities for the city’s most vulnerable adults and excluded groups.</p>	<p>Review the current Jobs Fair offer and agree a plan for future events and activities</p>	LD/DR/JL	<ul style="list-style-type: none"> • Decision about future jobs fair is agreed and implemented. • Future funding is sought and secured 	<ul style="list-style-type: none"> • Outcomes are dependent on whether future funding can be secured.

5	<p>Everyone has access to opportunities regardless of their background</p> <p>YSS – 2 - Skills for Employment – More opportunities for the city’s most vulnerable adults and excluded groups.</p>	<p>Continue to develop provision for digital inclusion targeting skills development on the final 25% by developing new programmes with a range of partners</p>	AP	<ul style="list-style-type: none"> • New “Get Digital” skills programme is launched working with targeted groups including ex-offenders and family learning - 06/16 • Bid for new resources to support work with those with visual impairment, developed with York Blind and Partially Sighted Society -09/16 • SLA with Tang Hall Online is agreed. 05/16 <ul style="list-style-type: none"> ❖ Clear targets and a joint delivery plan is developed - 06/16 ❖ Delivery of the programme commences – 06/16 	<ul style="list-style-type: none"> • Outputs as agreed with Digital skills contract funding are achieved • Outputs as agreed on the SLA for Tang Hall online. are reached each month • New funding stream is secured in partnership with YBPSS and any outputs are reached
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6	Residents have the opportunity to get good quality and well paid jobs	Maximise funding for 24+ loans by expanding and developing new programmes for those seeking to improve their skills.	CC/ AG	<ul style="list-style-type: none"> • New qualifications are developed and implemented 09/16 • 2nd cohort of level 4 counselling students are recruited and commence programme 09/16 • Decision on whether to develop level 5 therapeutic counselling programme is taken 	<ul style="list-style-type: none"> • £120k of funding for loans secured with clear pipeline for continued provision • 14 more students are enrolled on level 4 counselling programme • 2 new qualifications are offered and taken up by learners
7	Be entrepreneurial, making the most of commercial opportunities.	Increase full cost programme to ensure a diverse and varied offer and develop a robust fee income stream	SB/ AG	<ul style="list-style-type: none"> • Increase fee income each quarter by 5% - 12/16 • A clear and transparent full cost offer is developed with subsidy clearly identified 12/16 	<ul style="list-style-type: none"> • Total fee income for the year increases from £380k to £400k • Total courses full cost is increased by 10%
8	Everyone has access to opportunities regardless of their background	Submit a bid for Financial inclusion, “Making the most of your money” working specifically with local food banks to support people with budgeting and other skills	CG	<ul style="list-style-type: none"> • <i>Bid is submitted with support from 4 food banks in York – 05/16</i> • <i>If successful project specification and delivery plan is implemented -06/16</i> • <u><i>(NB – this bid has now been secured)</i></u> 	<ul style="list-style-type: none"> • 100 Food bank clients- initial IAG • 50 Foodbank clients - in depth learning packages • 15 staff members trained in IAG

9	Residents are encouraged and supported to live healthily	Through a range of courses with Family Learning programmes young families are supported to eat healthily	FH	<ul style="list-style-type: none"> • Deliver a range of healthy eating on a budget courses as part of the Family Learning Offer 09/16 • Produce a Family Learning healthy eating cookbook 01/17 	<ul style="list-style-type: none"> • 4 courses are delivered attracting 30 learners
10	Help local businesses to achieve their potential including through Make it York.	Work with local businesses to support them to access apprenticeship and other work related programmes through new national arrangements	CG/ TG	<ul style="list-style-type: none"> • A clear and transparent fee policy for apprenticeships is developed -03/17 • Businesses are supported to understand the new national apprenticeship arrangements 07/17 • The service develops apprenticeships with 4 new businesses – 01/17 	<ul style="list-style-type: none"> • Fee policy is published and shared with partners • A number of forums for partners is delivered explaining new arrangements for apprenticeships • 8 new apprentices start programme with new businesses.
11	Residents have the opportunity to get good quality and well paid jobs	Building on recent research to develop explicit actions and approaches to employability skills	FH	<ul style="list-style-type: none"> • All FL courses will have identified transferable skills within the timeframe of the course- 08/17 • FL participants will have access to one to one IAG support – 06/17 • All maths courses will have clear budgeting skills elements built into programmes – 10/16 	<ul style="list-style-type: none"> • Learners will have basic CVs • Clear progression paths mapped • 20% of learners gain employment/volunteering within year of their first family learning course

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York Learning Strategic Service Plan : Actions 2016/17 Academic Year – November 2016 Update

Ref	Activity	Target date	Performance in 15/16	Target for 16/17	Progress to date	Commentary
1	Rolled forward action from 2015/16 plan Secure an ESIF (European Structural and Investment Fund) contract for working with some of the most vulnerable adults in the city to help them secure skills for employment and to support their mental well-being	August 2016	N/A	N/A	No further progress	This contract has now been let and unfortunately a company with no history of delivery in this part of the country
2	Continue to secure provision for High needs support students as part of a “Personalised Learning” for 16-19 year olds and for 19-24 with learning difficulties	July 2017	N/A	N/A	4 providers are now used	The number of providers that we are now subcontracting with has risen to 4, all of whom are providing a slightly different experience for students with HNS.
3	Deliver NEET ESF contract as part of a strategy to support young people into employment	August 2016	N/A	15 supported	Very slow progress to date	This contract has been secured although the numbers are very low.
4	Review the current Jobs Fair offer and agree a plan for future events and activities	Dec 2016	N/A	Secure funding	No progress	Looking for 3/5 year funding as year to year funding does not allow for good planning. Employers are very keen for Jobs Fair to continue.
5	Continue to develop provision for digital inclusion targeting skills development on the final 25% by developing new programmes with a range of partners	July 2017	512	600	No data available	There is now a new requirement and funding to support digital inclusion. This is not new money but is a redirection of current resources.

6	Maximise funding for 24+ loans by expanding and developing new programmes for those seeking to improve their skills.	April 2017	£105k	£150	£115k	We have expanded loans funded provision rapidly over the past 6 months and are now in very real danger of over-hitting our allocation.
7	Increase full cost programme to ensure a diverse and varied offer and develop a robust fee income stream	Jan 2017	£390k	£410k	£249k	This work is ongoing and much success with shorter courses and workshops.
8	Submit a bid for Financial inclusion, "Making the most of your money" working specifically with local food banks to support people with budgeting and other skills	Aug 2016	N/A		Currently working with 24 individuals	Bid successful with project starting in September. Are noticing that referred individuals have significant and multiple barriers and require interventions beyond just financial planning and advice.
9	Continue to develop business offer in areas of expertise including a range of Beauty programmes	Aug 2017	N/A	N/A	See comment	This work has been highly successful through loans funded programmes and the plan is to develop this further including full cost programmes. Much success in Beauty including Nails programmes. This is an expanding area with good employment prospects and business start ups.
11	Building on recent research into parental engagement onto adult learning programmes to develop explicit actions and approaches to employability skills	Aug 2017	N/A	N/A		This work is still in the early stages. However it is clear that there are some very practical steps that could be taken including making information more available and developing explicit progression routes.
12	Plan ESF Big Lottery contract for delivery in 2017/18/19	Nov 2016	N/A	41	Contract not yet started	This is for 2 small contracts worth £249k over 60 months supporting 123 participants. This is mainly aimed at those individuals who are out of work but not claiming JSA. This will involve significant work with individuals who have mental health issues Contract commencement in January 2017 – completion October 2019.

Performance targets

The following are some general performance information that the service uses as part of its performance management measures. These are further split into smaller “subject targets” for individual managers and monitored on a quarterly basis. Figures presented are performance up to and including the 10th November.

	Target area	Date	15/16 Final	16/17 Target	Progress 10/11/16	Progress 01/05/17	Commentary
13	Fee income	31/03/16	£360k	£400k	£239k		Unlike most of the targets in this plan, this is a financial year target. We are above profile on this measure and are likely to exceed original target. Figure in brackets does not include receipt in advance.
14	Student enrolments to non-qualification bearing courses	31/07/16	5244	5300	2509 (12/15)		The target figure is total enrolments which mean this includes students continuing on a similar course after the Christmas and Easter break. The figure to date includes enrolments on courses that have not yet started and some courses which may have been closed. This figure represents about 2899 students
15	Total number of 16-18 Apprenticeships (Starts) (Carried over)		Starts: 22 Comp: 13	Starts:1 6	2 22		Under progress the bracketed figure are the numbers of students carried over from the previous year. We have a significant number of carry in students from the previous academic year for 16-18.
16	Total number of 19+ Apprenticeships (Starts) Carried over		Starts: 66 Comp: 56	Starts:4 5	8 67		There are a significant number of carry in learners for this academic year, which means that we are likely to have fewer new starts.

17	GCSE English	31/07/17	33	35	46		We have seen a dramatic increase in the number of learners seeking GCSE English qualifications, some of whom are not yet ready for this level and have been accommodated elsewhere – this pattern is repeated at York College. The reason for this substantial increase is various including increased requirement within apprenticeships, university entrance and various job roles.
18	GCSE Maths	31/07/17	29	40	64		See above
19	Functional English	31/07/16	116	135	100		This includes ESOL (English for Speakers of other Languages) provision. ESOL is currently outstripping demand with a substantial waiting list. We have both a funding and a capacity issue
20	Functional Maths	31/07/16	133	140	128		See above
21	Full time 16-18 Foundation Learning Programme	31/07/16	35	36	16		This number will increase with a second cohort, prior to and just after the Christmas break
22	Full time 18-25 High Needs Support students on personalised learning programmes	31/07/16	34	33	39		This is an increase on the previous year and we will be making a business case to increase our allocation
23	Functional Skills English 16-18	31/07/16	21	34	No data		We are still going through the assessment process before placing students on the appropriate qualification
24	Functional Skills Maths 16-18	31/07/16	20	30	No data		See above

Funding Sources for York Learning – Financial Year 2016-17

Skills Funding Agency - Accredited programmes	309
Skills Funding Agency - Apprenticeships	125
Skills Funding Agency - 16-18 Apprenticeships	90
Skills Funding Agency - Community Learning	547
Skills Funding Agency - Loan Funding	125
Education Funding Agency – core 16-18 full time	215
Education Funding Agency - Student Support	6
Education Funding Agency - High Needs Support	170
Local Authority High Needs Support Top up	260
Fee Income	390
HNS Management Fee	56
Private Exam Fees	15
ICT training CYC	14
Internal training for Social Services	14
Childcare	24
Learner Support	6
Miscellaneous income Age grant etc	20
ESF contracts (NEET)	10
Income from York Explore for archive project recharge	9
Recharge secondment salary	30
Headstart programme for 19-24 year olds	10
Learning for everyone	5
Total	2450

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York Learning Self Assessment Report High Level Summary

Introduction

This summary report is taken from a number of contributory reports which are developed at a curriculum level. It represents summary judgements for the service and some high level judgements about the services leadership and management. At this point the judgements are provisional as they are subject and challenge process with a number of neighbouring local authorities before final judgements are presented.

Changes and context for the Self Assessment report.

The service continues to operate in a dynamic and changing funding climate. Resources in some areas are shrinking whilst in others they are growing. A couple of areas are highlighted where growth has been significant in 16-18 foundation programmes, in High Needs Support learners and in Advance Learner Loans funding. The growth of funding in these areas has been particularly pleasing as the service set out a very clear strategy to maximise funding and develop provision. In 16-18 and High Needs Support this development in partnership with colleagues internally has seen significant benefits for young people and significant cost savings to the local authority.

A reorganisation, leading to savings close to £250k has ensured the service is in a good position financially and to enable it to take advantage of future funding streams. However staffing across the service is significantly stretched and staff illness, cover for holidays and other events have caused some problems with ensuring the service remains high quality and responsive. The increasing use of digital technology, such as distance learning support, online course bookings and the use of mobile devices has mitigated this to some extent, but the challenge of balancing workload with the demands of maximising contracts and supporting learners will need careful management.

The diversification of funding streams, in order that the service remains resilient is a double edged sword. Whilst a small number of large funding streams is easier to manage, the loss of a large contract can cause significant problems, whilst dealing with a multitude of funding streams also comes with significant demands not least of which is the management and maximisation of those contracts. For the academic year 2016/17 there service has income coming from some 18 different sources.

The service continues to develop its informal learning offer, with programmes attracting over 4000 students each year. 2015/16 was marked by a number of successful community arts programmes; Santa's Socks, a project to make a distribute Christmas stocking filled with sweets to disadvantaged families; Moths and Memories a joint project with York Museums Trust where over 1600 butterflies and moths were exhibited in the community arts space in the Art Gallery and finally the annual "Inspiration Exhibition" at York Explore. In addition to this the service continues to support and organise the Annual Adult Learner Award where over 120 friends and families came together to support and recognise the achievement of over 40 adult learners.

Effectiveness of Leadership & Management

Grade: 2

Strengths:

- Good development and diversification of funding streams including full cost and Advance Learner Loans means service provision is more resilient
- Good management of staffing and provision ensures some outstanding success rates in GCSE maths, ICT and Business Admin apprenticeships
- Effective partnerships with a number of providers ensures very productive learning for students with high support needs
- Good management and development of programmes for 16-18 and 19+ HNS ensures provision is robust and costs effective
- Good curriculum leadership across the service ensures that learners are well supported and make significant progress from their starting point
- Good development of counselling programme ensuring clear progression routes for learners to "full practice" qualifications

Areas for Improvement:

- The performance development process is not used effectively for continuous improvement particularly with sessional staff
- There is a lack of clarity in the quality assurance arrangements for full cost programmes

- In some areas of service provision managers are engaged in too many routine admin tasks
- There are still too many complaints and comments about the promptness of telephone answering
- Partnerships with and referrals routes for learners with mental health issues

Quality of Teaching, Learning and Assessment

Grade: 2

Strengths:

- Good support arrangements, including detailed adjustments and support for individual learners ensure that teaching and learning is effective
- Thorough and robust initial assessment procedures for English, maths and ICT ensure learners are well supported on appropriate learning aims
- Good IAG, taster sessions and assessment in counselling ensures learners are supported onto appropriate provision
- Adaptable and flexible teaching and assessment methods ensure vulnerable learners are well supported to achieve their learning aim

Areas for Improvement:

- There are still some missed opportunities to share good practice across the service
- Despite some considerable improvements in the use of digital technology to support learning the approach is inconsistent across the service
- New digital resources are not yet deployed effectively to support teaching and learning consistently
- The use of digital resources to support learning are not yet used effectively across the service nor is good practice shared
- Whilst there is effective use of on-line support and electronic portfolios in Business Administration, practice is not widely shared across the service

Personal Development, Behaviour and Welfare of Learners

Grade: 2

Strengths:

- Good range of enrichment activities and celebration events that promotes self worth and self esteem
- Good and effective safeguarding arrangements and partnerships for 16-18 and 18-24 year olds high needs support learners means they feel safe in programmes
- Good support and detailed understanding of learners circumstances ensures that wider issues that might affect learning are understood and mitigated
- Learners report that their health and well being is improved by attending programmes and they report significant improvements in self confidence and self esteem

Areas for Improvement:

- Whilst safeguarding arrangements are good and training for the prevent duty is embedded there is still some work to do in ensuring that "Prevent" is understood within the context of teaching and learning.
- Support for learners with mental health issues needs strengthening
- There continues to be a significant challenge in finding suitable premises for the delivery of family learning programmes within school and children's centres premises close to learners homes and childcare

Outcomes for Learners

Grade: 2

Strengths:

- Good success rates in GCSE maths increasing from 62% to 79% and L2 English at 86% (with significant numbers of learners whose first language is not English).
- Learners regularly demonstrate significant progress and achievement in informal learning programmes and use those skills in wider community context
- Success rates in ICT have remained outstanding at above 89%
- Outstanding success rates (91%) for learners in High Needs Support provision at Blueberry Academy
- Success rates in classroom based Health and Social Care are outstanding (counselling, health and social care and children's workforce qualifications) increasing from 75% in 13/14 to 85% in 15/16.

Areas for Improvement:

- Overall success rates for the service are declining from 80% to 76% – a second year fall in success rates mostly as a result of withdrawal of short course qualification in functional English and maths (304 of 532 students)
- In GCSE English a significant drop in success rates from 80% to 66% although this only affects a relatively small number of learners (30 of 568)
- There has been a significant drop in the number of learners and qualifications. This is mainly as a result in a reduction in funding and the changes associated with qualifications.

Overall Effectiveness

Grade: 2 Strengths

- Good planning and development of the programme to meet the needs of learners, employers and the local community
- Good support for learners ensures that despite significant non learning related barriers achievement is good
- Good management of the service ensures development and resilience of provision across all areas
- Good development of programmes to support priorities for full time foundation 16-19 and 16-25 high needs support learners
- Good development of new programmes and diversification of funding streams ensures the service continues to development and grow
- Embedded governance arrangements ensure that the service is accountable for the quality of provision and outcomes for learners

Areas for Improvement:

- Whilst success rates and timely success are improving in apprenticeships further improvement is needed (Timely success has improved from 36% to 50% and success rates from 65% - 68%
- In some areas of the service capacity and staffing are under significant pressure with potential for support to some of the most vulnerable students suffering
- The overall decline in success rates needs to be reversed, despite a good understanding of the reasons behind this

YORK SKILLS PLAN 2017-20

Developing & Retaining Talent - Making sure 'No-one' is Left Behind

In York we are passionate about the role that skills, education, training and lifelong learning can contribute to sustainable economic growth, building stronger communities, promoting social mobility and supporting personal fulfilment and well-being.

York's Skills Plan 2017-2020, the city's second All Age Skills Plan, focuses on identifying priorities and practical steps to address two essential 'To-Dos' for the city as set out in the York Economic Strategy, 2016 – 2020 and City of York Council Plan 2015 - 2019:

Develop and Retain Talent in York

- to support the growth of businesses

A Prosperous City for All

- where local businesses can thrive and everyone in York is supported to achieve their full potential, with good quality jobs, housing and opportunities, **making sure 'no-one' is left behind**

The Plan has been developed at an important time for the city as it sets out its plans to deliver an ambitious economic growth vision to 2030 and beyond. It is also a time of major change for employment and skills support in England, with real shifts in policy and funding at a national, Local Enterprise Partnership and city level. These shifts in direction and investment into employment and skills alongside the regeneration and development taking place in the City represent a great opportunity to focus collaborative efforts on supporting our residents and businesses more effectively making the most of the funding, resources and assets the City has available.



FIVE ESSENTIAL TO-DOS

**Developing & Retaining Talent
Making Sure 'No-one' is Left Behind
Programmes and actions**

1



Great Education connected to Business

To support the transition of children and young people from learning to earning with higher level skills

2



Better Connect People to Jobs & Progression

To ensure that all working age residents are supported to secure and progress in jobs or develop their own business



3

Grow the Apprenticeship Offer
to create jobs for young people and develop existing staff

4



Grow the Graduate / Higher Learning Offer for local employers & residents
to make better use of HE talent & resources

5

Harness the employment and career opportunities for the benefit of all people across all sectors with a focus on addressing existing skills gaps & shortages



Adult Social Care



Construction & Infrastructure



Digital, IT & Technology Economy



Hospitality & Tourism

IN NUMBERS: LONG TERM TARGETS

Developing & Retaining Talent – Making sure No-one is Left Behind

EMPLOYMENT RATE + SKILLS UK COMPARATIVE ADVANTAGES MAINTAINED

Measured by being in top 10 Centre for Cities
UK Rankings for indicators where recorded

BIGGEST IMPROVEMENTS IN SKILLS, ATTAINMENT, OUTCOMES + EMPLOYMENT FOR:

- Young people eligible for free school meals, with special education needs, leaving care, youth offenders
- Adults with learning disabilities; health related barriers and longer term unemployed; wanting a job but not claiming benefits and those in low skills-low paid jobs seeking in-work progression

Leading to Better Paid Jobs for All

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Learning & Culture Policy & Scrutiny Committee

9 November 2016

Report of the Corporate Director Children, Education & Communities

School Improvement Update**Summary**

1. This report provides information about school performance in the academic year 2015- 2016.¹
2. This report provides information about the position of schools according to Ofsted inspection judgements as of 1st November 2016.

Primary and secondary school performance 2015- 2016

3. **Early Years Foundation Stage.** Outcomes for the Early Years Foundation Stage show 74% of pupils achieving a good level of development in 2016. This is 5 percentage points above the national average and 6 percentage points above the regional average. York's performance on this measure is an improvement of 4 percentage points between 2015 and 2016. The pupil premium gap widened by 6 percentage points in 2016.
4. **Key Stage 1.** There have been significant changes to both the curriculum and the performance indicators in 2016 in both KS1 and KS2 which means that 2016 results are not comparable to those achieved in previous years. New performance indicators have been introduced in KS1 which measure the percentage of pupils achieving the expected standard and those achieving the good standard in reading, writing and mathematics.
5. The percentage of pupils achieving the expected standard in phonics in Year 1 improved by 4 percentage points in 2016. 82% of pupils achieved the expected standard this is 5 percentage points above the national average in 2015. The pupil premium gap for this indicator widened by 2

¹ Data used in this report is currently provisional prior to the publication of the Department for Education Performance tables in January 2017.

percentage points in 2016.

6. In 2016 the percentage of pupils achieving the expected standard in reading and mathematics was in line with the national average. The area for improvement for York is the percentage of pupils achieving the expected standard in writing which was 2 percentage points below the national average at the end of KS1.
7. The percentage of pupils achieving the good standard was above the national average across reading, writing and mathematics in 2016.
8. **Key Stage 2.** New performance indicators have been introduced in Key Stage which measure both attainment and progress. These new performance indicators measure the percentage of pupils achieving the expected and higher standards in reading, writing and mathematics and the progress they make between KS1 and KS2 using average scaled scores. In 2016 the percentage of pupils achieving the expected standard in reading and mathematics was in line with the national average. The area for improvement for York is the percentage of pupils achieving the expected standard in writing which was 4 percentage points below the national average at the end of KS2.
9. The progress pupils make between KS1 and KS2 was in line with the national average in reading and mathematics in 2016.
10. Priorities for improvement in primary school performance in 2016-17 are to improve attainment and progress in writing in both KS1 and KS2 and to continue to close the pupil premium gap consistently across all key stages.
11. **Key Stage 4.** As in KS1 and KS2 new national performance indicators were introduced in KS4 in 2016. The performance of secondary schools is now being measured using four new national performance indicators. These are:
 - Attainment 8 – the average score achieved by pupils in 8 qualifying qualifications.
 - Progress 8 – the average progress pupils made between KS2 and KS4 in 8 qualifying qualifications.
 - The percentage of pupils achieving grade C and above in the English Baccalaureate (Ebacc) subjects.

- The percentage of pupils achieving grade C and above in English and mathematics combined.

This means that secondary school performance is not comparable to previous years due to the changes both to the curriculum and the qualifications framework.

12. Provisional outcomes for KS4 reported by the Department for Education in the Statistical First Release indicate that attainment outcomes remained significantly above national in York in 2016. York achieved an Attainment 8 average of 52.9 points which was 4 percentage points above the national average in 2016. This places York as first amongst 15 LAs in the Yorkshire and Humber region and joint first amongst the 10 LAs that are York's statistical neighbours².
13. Against the previous performance indicator of the percentage of pupils achieving 5A*-C including English and mathematics, York was 6 percentage points above the national average in 2016 and first in the region for this measure and second against its 10 statistical neighbours.
14. Performance in the new indicator; the percentage of pupils achieving grade C and above in English and mathematics combined placed 5 percentage points above national in 2016. This places York as first amongst the 15 LAs in the Yorkshire and Humber region and second against its 10 statistical neighbours.
15. The percentage achieving grade C and above in the Ebacc subjects was also significantly above the national average in 2016. With 24.6% of pupils nationally achieving this measure against 35% in York. This places York as first amongst the 15 LAs in the Yorkshire and Humber region and first against its 10 statistical neighbours.
16. The new Progress 8 measure indicates that York's performance was slightly above the national average in 2016. This places York as joint third amongst the 15 LAs in the Yorkshire and Humber region and joint fourth against its 10 statistical neighbours for this indicator.
17. **Key Stage 5.** Outcomes in KS5 continued to be strong in 2016 with both the school sixth forms and York College reporting attainment and value added above national averages for Level 3 qualifications. The

² York's statistical neighbours are Bracknell Forest, Central Bedfordshire, Cheshire East, Cheshire West and Chester, Hampshire, Hertfordshire, Warrington, Warwickshire and Worcestershire

percentage of students in school sixth forms achieving the highest grades of A*/A in three or more subjects at A level improved by 1 percentage point in 2016. The percentage of students achieving three or more A levels at grades A*-E remained significantly above the national average in 2016.

Ofsted Judgements - update

- 18. Our ambition in York is that every child and young person attends a school that is judged as good or better. As of 1st November 2016 88.9% of our secondary schools are good or outstanding, and 91.8% of our primaries are good or outstanding, with 100% of our special schools good or outstanding. This means that overall, 91.4% of schools in York are good or outstanding.
- 19. This currently places York above the national average for the percentage of good and better schools, with nationally 88.5% of all schools being judged good or better, 90.3% of primary schools judged good or better and 78.9% of secondary schools judged good or better.
- 20. Overall this is a positive and improving picture for the city, with the priority being to ensure that all schools in the city achieve and maintain good judgements and that the percentage of outstanding schools continues to improve. In order to do this it is important that all schools in the city focus on improving the progress made by all children across all key stages through ensuring that the quality of teaching in all classrooms is consistently good.

Recommendations

- 21. As this report is for information only there are no specific recommendations

Reason: To provide the committee with an update on school performance in the academic year 2015/16.

<p>Author: Maxine Squire Assistant Director, Education & Skills Adults, Children & Education 01904 553007</p>	<p>Chief Officer Responsible for this report: Jon Stonehouse Corporate Director, Children, Education & Communities</p>
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Learning & Culture Policy & Scrutiny Committee 9 November 2016
Report of the Corporate Director Children, Education & Communities

Update on Schools Response to the Government's White Paper: Educational Excellence Everywhere

Summary

1. This report provides information about the Government's White Paper and proposed Education Bill: Education for All and the implications for the school system in York.

Background

2. The Department for Education published the White Paper: Educational Excellence Everywhere on 17 March 2016. The White Paper followed the publication of consultation documents on the proposed move to a National Funding Formula for Schools. Read together these documents articulated the Government's vision for further reform of the school system and outlined the creation of a fully academised system by 2022 as a central part of this vision.
3. Since the publication of the White Paper and consultation on the National Funding Formula there have been significant changes in Government resulting in a new Cabinet being appointed including the appointment of a new Prime Minister and Secretary of State for Education. This has resulted in a delay to the implementation of changes to the National Funding formula reforms and a lack of clarity about whether the proposals outlined in the White Paper will be fully implemented.
4. Following the publication of the White Paper, the then Secretary of State for Education, Nicky Morgan clarified the expectation that all schools should become academies by 2022. The current government's position is that they expect all schools to convert to academy status but have removed the expectation that all schools should become academies by 2022.
5. In May 2016 the Government outlined plans in the Queen's Speech for a new Education Bill: Education for All, to be brought before Parliament in

the autumn session 2016. This bill proposed to include:

- New legislation to expand the academies programme through the enforced academisation of schools in the lowest performing local authorities;
- The introduction of a new fairer funding formula;
- Measures to make schools accountable for the provision and progress of excluded pupils so that they receive an excellent education.

To date the bill has not been drafted and there is no clear timeline about its current progress.

6. On 12th September 2016 the Government published the consultation document 'Schools that work for everyone'. The consultation outlines the Government's proposals to significantly expand the number of good and outstanding school places in England through further structural change to address inequality of access to good schools places and to widen opportunity for all children regardless of their backgrounds. As well as children eligible for free school meals the consultation document focuses on the need to improve access to good and outstanding schools for low income working families 'who are just about managing'.
7. The consultation proposes creating further capacity and diversity in the school system in four key ways:
 - Expecting independent schools to play a greater role in improving quality in the state system by partnering existing schools or opening new state schools as a condition of maintaining their charitable status.
 - Expecting universities to play a direct role in improving quality and raising attainment by sponsoring existing schools or setting up new schools in exchange for the ability to charge higher fees.
 - Allowing selective schools (grammar schools) to provide more school places by allowing the expansion of existing selective grammar schools, allowing existing non-selective good and outstanding state schools to select by ability and allowing new selective schools to open.

- Removing the 50% cap on admissions for new academies and faith schools to allow them to admit up to 100% of pupils on the criteria of faith. A series of strengthened safeguards to promote inclusivity will be introduced. These include, twinning arrangements with other schools not of their faith, proving there is demand for school places from parents of other faiths, consider setting up mixed faith multi-academy trusts, including sponsoring underperforming non-faith schools and having representatives of other faiths or no faith on governing bodies/trust boards.

York schools' response and the implications for the future of the local education system

8. Since the publication of the White Paper schools have been looking at their future direction and the move towards academisation has started to accelerate. Between 2010 and 2016 the pace of academisation both locally and regionally was slow however the development of the role of Regional Schools Commissioners (RSCs) and policy statements from Government have caused a change of pace, with more good schools beginning to consider conversion. The introduction of the Education and Adoption Act in April 2016 has resulted in RSCs gaining new powers to intervene in maintained schools that are judged inadequate or 'coasting'. These new powers include enforced academisation.
9. York's educational performance places it as an outlier within the north of England and much has been achieved through the historically strong relationships between schools and the local authority which was built around a shared belief in the importance of providing all children with the best possible experience of education. This has resulted in York's schools having a relentless focus on the core business of improving teaching and learning to deliver great outcomes for the city's children. The collective ownership of school improvement was enshrined in the development of the York Education Partnership in 2011 and the geographical cluster model.
10. Despite the differences between the clusters, all share in common the fact that they have maintained a dialogue between the schools in each geographical area of the city and have promoted collaborative work on school improvement. These informal partnerships have provided a good base from which to build more formal structures in the future and can offer the opportunity for groups of schools to reflect on what works well in building school improvement partnerships as well as the opportunity to resolve the limitations of informal partnership structures as more schools join formal partnerships in the future.

11. It is undeniable that York's local school system is changing and will continue to change. The City now has four multi-academy trusts¹ all are currently York led and have grown from the existing partnerships between schools in the City. A fifth multi-academy trust is out to consultation and over the next few years York will continue to see a growth in the number of schools moving to academise. Key drivers in this are the policy statements made by central government and the increasingly challenging financial landscape in which York's schools operate.
12. As the local school system develops and changes it remains important to ensure that York's schools continue to maintain strong partnerships with each other and the Local Authority to ensure that outcomes for all the city's children continue to improve and that they continue to make a strong contribution to the multi-agency partnerships which keep York's children safe, happy and healthy.
13. In a period of significant and far reaching change it has to be an ambition for all schools in York to continue to work with the Local Authority to maintain a local education system which remains values driven and continues to focus on building the capacity to deliver an excellent education for all children through focusing on continuously improving the quality of leadership and teaching in the City's schools. Given the scale of structural change taking place and proposed in the Green Paper 'Schools that work for everyone' there is a danger that the local education system could become more fragmented and the Local Authority has a role in working with local schools to build a coherent partnership which continues to put children at the heart of all we do so that no child is left behind.

Recommendations

14. As this report is for information only there are no specific recommendations

Reason: To update the committee on changes to national education policy and the implications for schools in York.

¹ The Ebor Academy Trust, The Hope Learning Trust, Pathfinder Multi-Academy Trust and The Southbank Multi-Academy Trust

Author:	Chief Officer Responsible for this report:
Maxine Squire Assistant Director, Education and Skills Children, Education & Communities 01904 553007	Jon Stonehouse Corporate Director Children, Education and Communities

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Meeting Dates	Learning & Culture Policy & Scrutiny Committee – Work Plan 2016-17
Wed 15 June 2016 @ 6pm	<ol style="list-style-type: none"> 1. York Museums Trust – Partnership Delivery Plan Bi-annual Update Report (Reyahn King) 2. Attendance of Executive Member for Culture, Leisure & Tourism – Priorities & Challenges for 2016/17 (Cllr Ayre – attendance confirmed) 3. Workplan & Discussion re potential scrutiny topics for 2016/17:
Wed 13 July 2016 @ 5:30pm	<ol style="list-style-type: none"> 1. Attendance of Executive Member for Education, Children & Young People's Services - Priorities & Challenges for 2016-17 (Cllr Rawlings) 2. Year End Finance & Performance Monitoring Report (Richard Hartle) 3. Introductory Update on York Trial of 30 Hours Free Childcare for Working Families (Barbara Mands) 4. Scoping Report for Play Opportunities Scrutiny Review (Mary Bailey) 5. Workplan 2015/16
Wed 14 Sept 2016 @ 5:30pm	<ol style="list-style-type: none"> 1. First Quarter Finance & Performance Monitoring Report (Richard Hartle) 2. York Safeguarding Board Bi-annual Update (Will Boardman) 3. Tour de France Scrutiny Review Interim Report 4. Implementation Update – Disabled Access to York’s Heritage & Cultural Offer 5. Workplan 2016/17
Wed 9 Nov 2016 @ 5:30pm	<ol style="list-style-type: none"> 1. York Theatre Royal SLA Performance Bi-annual Update Report (Liz Wilson) 2. Explore York Libraries & Archives Mutual Ltd SLA & Bi-Annual Update (Fiona Williams) 3. Learning Services Biannual Update & Draft Self-Assessment Report (Alistair Gourlay) 4. Draft Skills Strategy (Julia Massey) 5. School Improvement and Ofsted Update on Schools Performance (Maxine Squire) 6. Update on Schools Response to White Paper (Maxine Squire) 7. Workplan 2016/17

<p>Wed 11 January 2017 @ 5:30pm</p>	<ol style="list-style-type: none"> 1. York Museums Trust – Partnership Delivery Plan Bi-annual Update Report (Reyahn King) 2. Second Quarter Finance & Performance Monitoring Report (Richard Hartle) 3. SACRE (Standing Advisory Committee on RE) Annual Report & Review of York Schools' Agreed Syllabus (Mike Jory) 4. Update on School Meals (Mark Ellis) 5. CYC Bi-annual progress report on Safeguarding & Looked After Children (Eoin Rush) 6. Update on York Trial of 30 Hours Free Childcare for Working Families (Barbara Mands) 7. Workplan 2016/17
<p>Wed 22 March 2017 @ 5.30pm</p>	<ol style="list-style-type: none"> 1. Attendance of Chair of York@Large (Chris Bailey) 2. York Theatre Royal – Service Level Agreement Performance Bi-annual Update Report (Liz Wilson) 3. York Safeguarding Board Bi-annual Update (Will Boardman) 4. Third Quarter Finance & Performance Monitoring Report (Richard Hartle) 5. Update on implementation of Local Area Teams 6. Workplan 2016/17
<p>Wed 24 May 2017 @ 5:30pm</p>	<ol style="list-style-type: none"> 1. Attendance of Chair of Learning City (Alison Birkenshaw) 2. Explore York Libraries & Archives Mutual Ltd SLA & Bi-Annual Update (Fiona Williams) 3. Learning Services Bi-annual Performance Update (Charlie Croft) 4. Draft Workplan for 2016/17