



**Notice of a public**

**Decision Session - Executive Member for Culture, Leisure and Communities**

**To:** Councillor Smalley (Executive Member)

**Date:** Tuesday, 4 October 2022

**Time:** 10.00 am

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

**AGENDA**

**Notice to Members – Post Decision Calling In:**

Members are reminded that, should they wish to call in any item\* on this agenda, notice must be given to Democratic Services by **4:00pm** on **Thursday 6 October 2022**.

\*With the exception of matters that have been subject of a previous call in, require Full Council approval or are urgent which are not subject to the call-in provisions. Any called in items will be considered by the Customer and Corporate Services Scrutiny Management Committee.

Written representations in respect of items on this agenda should be submitted to Democratic Services by **5.00pm** on **Friday 30 September 2022**.

**1. Declarations of Interest**

At this point in the meeting, the Executive Member is asked to declare any disclosable pecuniary interests or other registerable interests he might have in respect of business on this agenda, if he has not already done so in advance on the Register of Interests.

- 2. Minutes** (Pages 1 - 4)  
To approve and sign the minutes of the Decision Session held on 6 September 2022.

- 3. Public Participation**  
At this point in the meeting members of the public who have registered to speak can do so. Members of the public may speak on agenda items or on matters within the remit of the committee.

**Please note that our registration deadlines are set as 2 working days before the meeting, in order to facilitate the management of public participation at our meetings. The deadline for registering at this meeting is 5:00pm on Friday 30 September 2022.**

To register to speak please visit [www.york.gov.uk/AttendCouncilMeetings](http://www.york.gov.uk/AttendCouncilMeetings) to fill in an online registration form. If you have any questions about the registration form or the meeting, please contact Democratic Services. Contact details can be found at the foot of this agenda.

### **Webcasting of Public Meetings**

Please note that, subject to available resources, this meeting will be webcast including any registered public speakers who have given their permission. The meeting can be viewed live and on demand at <http://www.york.gov.uk/webcasts>.

During coronavirus, we made some changes to how we ran council meetings, including facilitating remote participation by public speakers. See our updates (<http://www.york.gov.uk/COVIDDemocracy>) for more information on meetings and decisions.

- 4. York Learning Strategic Plan 2022-23** (Pages 5 - 24)  
This report presents York Learning's position for the academic year 2022/23, offers clear areas for development and highlights areas of the provision that continue to grow and demonstrate success.

## 5. Urgent Business

Any other business which the Executive Member considers urgent under the Local Government Act 1972.

### Democracy Officer:

Louise Cook

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For more information about any of the following please contact the Democracy Officer responsible for servicing this meeting.

- Registering to speak
- Written Representations
- Business of the meeting
- Any special arrangements
- Copies of reports

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)

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City of York Council

Committee Minutes

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Meeting	Decision Session - Executive Member for Culture, Leisure and Communities
Date	6 September 2022
Present	Councillor Smalley (Executive Member)
Officers in Attendance	Pauline Stuchfield – Director, Customer & Communities Paul Ramskill – Community Sports Development Manager

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#### **5. Declarations of Interest (10:03)**

The Executive Member was asked to declare, at this point in the meeting, any disclosable pecuniary interests or other registerable interests he might have in respect of business on the agenda, if he had not already done so in advance on the Register of Interests. None were declared.

#### **6. Minutes (10:03)**

Resolved: That the minutes of the Decision Session held on 7 June 2022 be approved and signed by the Executive Member as a correct record.

#### **7. Public Participation (10:04)**

It was reported that three people had registered to speak at the session under the Council's Public Participation Scheme, all in respect of Agenda Item 4 (Heworth Without Multi-Use Games Area).

Cllr Fitzpatrick spoke as Ward Member for Guildhall, querying the use of the Section 106 contribution to fund a MUGA in Heworth Without rather than to benefit wards affected by the Hungate development.

Cllr R Clayton, Chair of Heworth Without Parish Council, voiced objections to siting a MUGA on the Stray Road play area, highlighting environmental concerns and a lack of support from local residents.

Cllr Douglas concurred with the comments of both the previous speakers and voiced concerns about the current 'opaque' system for the allocation of Section 106 funding.

**8. Heworth Without Multi-Use Games Area (10:17)**

The Executive Member considered a report which sought approval to undertake a public consultation on options for the site of a Multi-Use Games Area (MUGA) within the Heworth Without Ward.

On 18 April 2019, Planning Committee had agreed that part of the Section 106 Open Space Contribution secured on the Hungate Development be used to build a MUGA in Heworth Without (Minute 79 of that meeting refers). £44k was available to fund the project. Following discussion with the Parish Council and Ward Members, It was proposed to consult on 3 site options for the MUGA, namely:

- The existing grass football pitch in Stray Road Play Area;
- The existing Hempland Field;
- Another site within the ward, to be suggested by consultees.

In response to the matters raised under Public Participation, the Executive Member expressed sympathy with the comments made but said he was not inclined to go against the decision of the Planning Committee. He noted that the new Community Infrastructure Levy would soon be replacing the current S106 process and that the concerns of the parish council could be explored within the consultation.

Resolved: That authority be delegated to the Director of Customer and Communities to:

- undertake a public consultation on where the MUGA should be sited;
- apply for planning permission for the new scheme on the preferred site as necessary;
- appoint the contractor to undertake the works, in accordance with the council's contract procedure rules and subject to the project being deliverable within the available budget and planning permission being granted.

Reason: To secure the spending of the Section 106 contribution from the Hungate Development for the purposes of a MUGA in the Heworth Without Ward and to help meet the demand for increased sports facilities for children and young people in the area.

Cllr D Smalley, Executive Member

[The meeting started at 10.01am and finished at 10.27am].

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**Decision Session – Executive Member for  
Culture, Leisure & Communities**

**4 October 2022**

Report of the Director of Customer and Communities

**York Learning – Strategic Plan**

**Summary**

1. This report presents York Learning's position for the academic year 2022/23, offers clear areas for development and highlights areas of the provision that continue to grow and demonstrate success.

**Recommendations**

2. The Executive Member is asked to consider the attached Strategic / Service Plan and approve it subject to any suggested changes.

Reason: To help monitor the service and ensure sound governance arrangement for York Learning Services.

**Background**

3. 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.
4. This report, which is for the academic year 2022/2023, is an important element in enabling the service to demonstrate to Ofsted that it has secure and robust governance arrangements in place.

**Consultation**

5. The plan is presented for consultation and approval.

## Options

6. The attached plan is presented for comment and amendment by the Executive Member prior to approval.

## Analysis

7. For the local skills strategies to succeed, members of the local community will need to see themselves as learners. As cited in the approved service strategy this is not currently the case. There is a clear disconnect between the needs of local employers, local economy, local skills offer and the majority of the local adult population. Shaping a service offer to engage individuals to encourage them to progress, move workplaces or set up on their own, is as important as the work targeted to get people into work who are economically inactive. Setting out an intent to recruit wider, recognising our starting points and strengths will enable the service to have a marked impact on the local economic needs and support a greater range of individuals to meet their potential.
8. Data on a local and national scale clearly demonstrates that those with the lowest skills are those least likely to engage with further education and training. Often this is a result of poor experiences at school or college and the perceived fear of further 'failure'. This perception creates a significant barrier to engagement with provision and whilst some will engage in creative or leisure provision, this is likely to be either later in life or to overcome other barriers.
9. Engaging this group of people requires overcoming a range of barriers which can better support adult learners to engage with the provision FE and HE colleges provide. It is therefore essential that the offer provided via York Learning seeks to overcome these barriers in a way that can support individuals to engage in learning that progresses them, through effective curriculum design and collaborative arrangements, to the best provider to meet their skills and progression goals. Continuing to develop working partnerships with colleges, universities and training providers should ensure that we are seen to be the gateway to learning for local adults.
10. Multiply is government funding via the UK Shared prosperity fund with the overall objective of increasing the levels of functional numeracy in the UK adult population. This will be measured against 3 key success measures:
  1. More adults achieving maths qualifications
  2. Improved labour market outcomes

## 3. Increased adult numeracy across the population

11. This funding at upper tier authority level has been distributed in York and North Yorkshire as follows:

Year	North Yorkshire	York
1	£806,587	£224,111
2	£930,678	£258,559
3	£930,678	£258,559
Total	£2.6m	£741,000

12. The investment plan required us to match regional needs to a menu of prescribed interventions. York has a high proportion of adult with a level 4 qualification or above which makes them ineligible for funding within this initiative. Equally, Multiply funding cannot displace or replicate anything currently delivered through the adult skills budget.
13. The strong intention in the use of this funding is to support progression on to provision that will upskill / reskill individuals to address the significant skills shortages in the region. Additional to this will be to use the experiences of the provider base to test delivery and engagement methods with different demographics who do not currently engage with adult learning.
14. Multiply will enable us maximise opportunities within organisations not currently engaged with funded delivery to increase engagement with numeracy. This will require training, co-ordination and quality assurance but will greatly increase the delivery capacity without having an adverse impact on other funded provision.
15. What will be key will be the places where face-face delivery will take place, again the aim is to take Multiply into communities and utilise community spaces rather than displace other funded activity.
16. We will also be seeking to increase the embedding of number and number principles into existing provision that already attracts learners. This 'soft touch' approach will again increase capacity without displacing the provision. The development of resources that will seamlessly do this will again offer a better value approach in the use of funds.

### Council Plan

17. The strategic plan highlights in section 1 – 1.4 how the service offer works to support the different elements of the council plan and related impact and successes on residents and communities.

18. York Learning's plan is set within the context of the Council Plan and emerging Skills Plan. The service promotes an offer that supports the overall health and wellbeing of communities affording York residents the opportunity to secure well-paid jobs within an inclusive economy; a better start for children and young people; safe communities and culture for all. The service responds to a number of sub regional, regional, and national policy objectives. The service will adapt to the asks that come out of the Local Enterprise Partnership objectives and will be central to the skills statement as part of the devolution process.

## **Implications**

19. **Financial:-** The service is fully funded via external contracts and grants. The budget remains challenging, and the service will continue to seek additional income streams.
20. **Human Resources (HR)** The report has no Human Resources, implications.
21. **Equalities** - The strategic plan aims to improve a flatter demographic spread of residents across the city to give greater equal access to skills development and improve employability.
22. **Legal** The report has no Legal, Crime and Disorder, Information Technology, Property or other implications.
23. **Risk Management**  
In compliance with the Council's risk management strategy the main risks identified associated with the areas of work covered in this report are operational: affecting delivery of the Council's business objectives and its image and reputation. Measured in terms of impact and likelihood, the risk score has been assessed at 10 which equates to "Low". This is acceptable but means that regular monitoring will be required of the Quality Improvement Plans.

## Contact Details

### Author:

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### Chief Officer Responsible for the report:

#### Pauline Stuchfield

Director of Customer and Communities

### Co-Author's Name

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**Report**  **Date** 26/09/2022  
**Approved**

### Wards Affected:

All

**For further information please contact the author of the report**

### Annexes

Annex A York Learning Strategic Plan 2022\_23

### Abbreviations

FE - Further Education  
HE – Higher Education

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	York Learning Strategic Plan	2022/23			
	Areas covered across City	Whilst there isn't a course running in every ward, all residents have a choice from a range of offer they can attend centrally, online or nearby			
	Last Ofsted Rating	Good (Nov 20)	Self-Assessment Rating	Good (Jan 22)	
	Total Learner Enrolment numbers 21/22	5,715	Total Learner Enrolment numbers 22/23	5,573	
1	<b>York Learning identifies the following key priorities from the Council Plan that we support and contribute towards.</b>				
1.1	Safe Communities and Cultures for All	Nos/Enrolments 21/22	Target for 22/23	Progress to date	Commentary
	Modern Foreign Languages	558	450		<p>Understanding and participating in a language develops an understanding of other cultures and encourages a more equal and diverse approach to others. We believe that this helps encourage a mutual respect within communities.</p> <p>Unfortunately, numbers continue to decline in languages across the region. This is believed to be due to fewer people going on holiday and therefore less wanting to learn a language before they go. We are retaining languages as a subject area as many other local providers have dropped it and we may</p>

	ESOL	300	350		<p>therefore pick up some other learners from them. But our Target is realistically set below this years numbers due to the drop in recruitments generally.</p> <p>The new course in Ukrainian Language and Culture with host families and employers of incoming Ukrainian refugees has been a slow start but we are hopeful now that the summer holidays are over it will pick up</p> <p>ESOL however (English for speakers of other Languages) is a growing area which has continued to increase due to Syrian, Afghan refugees and Hong Kong Nationals arriving.</p> <p>Supporting individuals who are not natural English speakers to effectively communicate supports wider community cohesion but also increases the opportunities for those individuals to progress / engage with greater employment opportunities.</p> <p>ESOL is also a key gateway point into other provision</p>
	Heritage Skills & Visual Arts	493 515			<p>This wide offer develops personal interest and skills to support the cultural visual arts and crafts environment that York has to offer. Many learners go on to become self-employed artist, designers or benefit from improved</p>



					<p>mental health and wider social interactions to prevent feelings of isolation.</p> <p>Learner numbers have recovered post covid, but financial pressures are expected to affect numbers for next year.</p> <p>We continue to investigate ways to grow an accredited arm of this provision (difficult due to no fixed premises of our own)</p> <p>As we seek wider engagement points and 'hooks' for learning. Culture and cultural opportunities can provide these but can also bring a greater sense of shared community developing the skills to lead or participate in these activities is a key objective for the service</p>
	Community Arts Events	8 events	2		<p>There are varieties of events that run as introductory free activities to engage with residents. they enable us to engage with a wide range of groups across our communities particularly;</p> <ul style="list-style-type: none"> <li>• different style of craft groups,</li> <li>• schools,</li> <li>• charities etc.</li> </ul> <p>These events can include Adult Learning in York Week, Inspirations Art Show, International Women's Week; York City</p>

					<p>Festival; A Fashion Show; Place Where I Live and Flight. These events enable us to engage with a wide range of community groups and bring them together.</p> <p>Due to building new Multiply initiatives and reduced capacity in teams at present we expect to run only two events to happen this year and to participate in other group events through the year such as the coming 50+ festival.</p>
	Prevent, Safeguarding, Digital Safeguarding	355 Tutor Talks 216 online views	600 tutor talks/video		York Learning has good Prevent and Safeguarding processes, all tutors are trained 3 yearly and highlight these to all learners as part of course induction. This supports our learners and partner organisations. Prevent and safeguarding both feed into safer communities and supports our residents understanding of what to do if the need should arise.
1.2	Well paid Jobs and an inclusive Economy	Nos/Enrolments 21/22	Target for 22/23	Progress to date	Commentary
	Improve Essential Skills – English, maths, Digital, Employability	693	720		There is a clear expectation and desire to be in the classroom more than online so the planned offer in the classroom has grown again this year. We continue to get back to pre-pandemic numbers but must bear in mind that the cost of living crisis may slow this down as residents take on additional jobs and/or

					<p>hours in the workplace which will create a barrier to gaining new skills.</p> <p>The development of a core set of skills is vital to career development which in turn can support wider career progression increasing the pool of candidates for job vacancies</p>
	1-1 Careers Information Advice & Guidance And + full assessments	402	450		<p>All accredited courses provide individual advice &amp; guidance and assessment opportunities. There is also a free careers guidance sessions residents can book into which supports individuals to understand their skills, identify gaps and what opportunities are available in the city for employment, volunteering, progression.</p> <p>Widening this personal celebration of skills is a key objective for the service and essential in building a robust and resilient workforce economy</p>
	Apprenticeships, Work Based (wbl)/ Vocational Learning & Level 3+ skills	46 (new starts) 66 WBL starts			<p>Providing both apprenticeships and higher-level learner loans to support learning in the workplace. Covering Childcare, Adult Care, Business Admin, Management. Recruitment to L3 Skills is growing (35 Learners)</p> <p>There has been a nationwide drop in apprenticeships and high drop out. We hope to improve recruitment this year to figures</p>

					<p>more reflective of pre-pandemic. However, the industry in general has dropped recruitment and employers in these key industries (childcare, adult care, business admin) are struggling to recruit due to the traditional low wages of apprentices and the current cost of living crisis. We are supporting employers with recruitment and working hard to keep learners engaged and motivated and to see the long term aim rather than a short term pay rise by leaving.</p> <p>We continue to explore the opportunities to support CYC recruitment through the provision of a responsive apprenticeship offer</p>
	Job fairs	2	4		This year we aim to return to the smaller local job fairs and hope to increase the current planned job fairs with at least 2 local job fairs in Acomb and one other area.
	Counselling Programme L2,L3,L4	208	250		Most learners progress from L2 up to L4 to gain employment or self-employment in counselling. The area is hoping to launch a Level 5 Children & Young People Counselling Studies in September 2023 due to local demand. The programme has increased its offer with an additional 2-year cohort of level 4 and level 3 and hope to run an additional level 2 next year.

	Vocational courses aimed at employment or to support Self Employment	87	95		<p>These are a range of courses to support those who want to reskill when not in the workplace or to become self-employed. These include Bookkeeping and Payroll L1-L3; Putting a Business together/tax/marketing etc.; web design and Coding; This year we are running one bootcamp in coding and hope to repeat it in the new year.</p> <p>Partnership working with FE colleges and universities are aimed to develop the range of wider industry pathways for learners.</p>
1.3	Good Health and Wellbeing	Nos/Enrolments 21/22	Target for 22/23	Progress to date	Commentary
	Arts, Crafts, Fitness and Leisure opportunities	2,112	2,200		<p>Courses are supported with small part of the Community Learning Funding to support those who have low income, target group activities, classes that haven't 'quite' filled enough to cover all the costs and to fund residents who are being socially prescribed onto our courses to support their wellbeing.</p> <p>Learners articulate that these classes support them in a variety of ways including: -</p> <ul style="list-style-type: none"> <li>• Getting out of the house and reducing Loneliness and Isolation.</li> <li>• Improve their mental health and keep the brain ticking over and memory recall.</li> </ul>

					<ul style="list-style-type: none"> <li>• Chance to meet other people and/or new people.</li> <li>• A chance to concentrate on themselves rather than family/work/life issues such as caring responsibilities.</li> </ul> <p>We have been cautious with numbers due to the cost of living crisis and the likely impact to our learners who may feel paying for a course may push the budget too far.</p>
	Positive Progressions (PP), Action Towards Inclusion (ATI),	48	20		<p>ESF funded projects that enable us to work with those furthest away from the job market. These projects enable us to engage on a 1-1 basis to discuss barriers to employment and learning we can support them by setting targets and actions to enable participants to improve their life opportunities.</p> <p>At present these projects are due to end March 2023. We are waiting to hear if ATI at least gets some bridge funding but expected recruitment numbers are reflective of that.</p> <p>We are exploring how current and secured funding (e.g. Multiply) can be used to offer aspects of this provision so that individuals can be supported in some capacity should funding be withdrawn</p>

1.4	Better start for Children and Young People	Nos/Enrolments 21/22	Target for 22/23	Progress to date	Commentary
	Family Learning	100	150		<p>The Family Learning team is continuing to work directly with seven of our primary schools specifically looking at key areas such as parent input in developing wider reading with younger children and supporting the Early Talk York project.</p> <p>A wide key stage linked offer and support through Multiply is a core aspect of our strategy.</p>
	Routes 16-19 Study programme Positive Outcomes	11	18		<p>The study programme runs at Winterscale House near Fishergate and is targeted at those young people who have struggled with school and are not yet ready for an apprenticeship or college and do not have the life skills to get a job. Capacity had to reduce over the 2 yr Covid period to allow social distancing and this has reduced recruitment opportunities for this year. Currently this offer is under subscribed. We are reaching out to new partners to support recruitment and looking at a late group of entrants for October or January if we can, to boost numbers.</p> <p>There has been a change in the landscape for NEET over the last two years, and we are seeing a greater divide in our young people.</p>

					<p>There appears to be a greater gap between those able to go straight to college and those who have more social and emotional health needs.</p> <p>With the changing needs of our young learners, we realise we need greater access to resources that support 'living skills'. We are developing partnerships with York college and United Response which will, develop easier access to those resources. Whilst also changing some of the equipment at Winterscale to support adults with Living skills development in the wider community area.</p>
	High Needs Support and Special Educational Needs 16-24	126			<p>The offer continues to be oversubscribed</p> <p>Delivery partners are: -</p> <ul style="list-style-type: none"> <li>- United Response</li> <li>- Tanghall Smart</li> <li>- Toolbox</li> <li>- Go Get</li> <li>- Blueberry</li> <li>- Choose 2 Youth</li> <li>- Ad Astra</li> </ul> <p>We provide all partners with good guidance and support alongside rigorous quality management systems.</p>
<b>2</b>	<b>Key Areas of Focus</b>	<b>Target Date</b>	<b>Performance 21/22</b>	<b>Target for 22/23</b>	<b>Progress to date</b>
2.1	Owning our position as the gateway to	January 2023	Strategy approved	Learners reporting choosing us or	Strategy approved by consultation in July 2022, final draft to be approved by executive. Team to produce working mission statement,



	learning and opportunity			directed to us first to meet aims	purpose and values that underpin both services. This to become the hook of marketing, PR and IAG activity
2.2	Consolidate partnership working with North Yorkshire County Council and implement the new strategy relating to future collaborative working	June 2023	Strategy approved	Clear implementation plan devised and monitored for the strategy across both services.	The new strategy has been through consultation and is now ready to implement. All teams will have an opportunity to input on ways to implement the strategy and all thoughts will be consolidated to bring a plan together. Senior teams at both organisations will then work together on the creation of an operational plan for the strategy, to incorporate a greater number of 'front door' entry points into provision that are then able to map to skills plan outputs forcing collaboration with city skills partners, and through the work of the Development Manager for Engagement, the community and voluntary sectors and intra-authority opportunities.
2.3	Detail and strengthening of the relationship between the Adult learning and Skills strategy, our curriculum and skills strategies	November 2022	New	All courses to celebrate transferable skills gained and to use IAG best practices to encourage learning progression planning	The new strategy clearly articulates the importance of transferable skills to support the economic and recruitment needs of the city. Teaching and IAG colleagues have been briefed on the importance of enabling learners to understand the wider skills they are developing and to consider how those skills can support career development. Observation activity will start to monitor the embedding of this message with a greater level of emphasis based upon the setting and monitoring of progression aims.

2.4	Widening the demographic for learners engaging in adult learning courses	July 2023	LLDD 13% Men 31% Non white Ethnicity 18% Age (tbc)	Flattening of demographic spreads	Recognition amongst managers that course programmes require a refresh to support a wider demographic. Partnership working both intra and inter authority to be developed to support a greater understanding of the motivations of a wider range of communities. Desktop and focused research and a greater focus on targeted partnerships to be adopted to take learning to spaces that communities of interest come together.
2.5	Multiply – maths initiative successfully planned and delivered	April 2023	20 courses  75 learners		Multiply investment plans have been approved and funding has now been received. Team are to consider the approved implementation activities to determine which opportunities they wish to lead and take forwards as part of the procurement activity. The Multiply Operations manager (joint authority role) is to be appointed to ensure 100% spend in Year 1 and to develop intelligence on most effective approaches for year 2 and 3
2.6	Deliver jobs fair as part of a strategy to support York residents into work	2	4		Develop the job fairs to have a local feel and be delivered in the local area. Still awaiting confirmation of funding available and preferred plan. Strengthened emphasis on the development of skills that lead to improved employment opportunities

2.7	Meet demand for English for Speakers of Other Languages programmes	85			ESOL (English for speakers of other Languages) is a growing area which has continued to increase due to Syrian, Afghan refugees Hong Kong Nationals and now Ukrainian families arriving. The team have worked hard to support and develop a hub at The Citadel (old Salvation Army building on Gillygate) for the refugee communities that have been and are arriving.
2.8	Increase enrolments to Essential skills in English And maths accredited learning	170 English  230 maths			Enrolments were slow during 21_22 but had started to gain through the year as learners have gained confidence in coming back into the classroom. We are still not back up to pre covid years, but we are hopeful that this will improve through this academic year.
2.10	Develop joint courses with local colleges to create entry pathways for adults in communities to higher level learning at college	5 courses identified			A working partnership is in development alongside York College, Askham Bryan and Selby College to deliver 'introduction' style courses to support progression to their offer. We plan to develop introduction courses or stepping stone courses to pathways such as; Policing; Teaching; Hospitality; Painting and Decorating; Learner numbers and assessments of their entry level skills such as English, maths and Digital will be addressed by us to support those learners' progression as per the new proposed strategy.

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