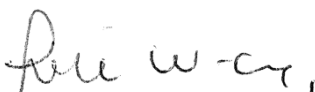


Date of issue: Wednesday 25 November 2020

| | |
|--|--|
| MEETING | EDUCATION AND CHILDREN'S SERVICES SCRUTINY PANEL (Councillors Basra (Chair), Kelly (Vice-Chair), A Cheema, Ajaib, Begum, Qaseem, A Sandhu, Sarfraz, Vacancy) <u>Education Voting Co-opted Members</u> Vacancy <u>Education Non-Voting Co-opted Members</u> |
| DATE AND TIME: | THURSDAY, 3RD DECEMBER, 2020 AT 6.30 PM |
| VENUE: | VIRTUAL MEETING |
| DEMOCRATIC SERVICES OFFICER: (for all enquiries) | NADIA WILLIAMS 07511 048 497 |

NOTICE OF MEETING

You are requested to attend the above Meeting at the time and date indicated to deal with the business set out in the following agenda.



JOSIE WRAGG
Chief Executive

AGENDA

PART I

**AGENDA
ITEM**

REPORT TITLE

PAGE

WARD

APOLOGIES FOR ABSENCE

AGENDA
ITEM

REPORT TITLE

PAGE

WARD

CONSTITUTIONAL MATTERS

1. Declarations of Interest

All Members who believe they have a Disclosable Pecuniary or other Interest in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 4 paragraph 4.6 of the Councillors' Code of Conduct; leave the meeting while the matter is discussed.

2. Minutes of the Meeting held on 21 October 2020 1 - 8 -

SCRUTINY ISSUES

3. Member Questions

(An opportunity for Panel Members to ask questions of the relevant Director/ Assistant Director, relating to pertinent, topical issues affecting their Directorate – maximum of 10 minutes allocated).

4. Creative Academy 9 - 18 All

5. Slough Academy 19 - 26 All

ITEMS FOR INFORMATION

6. Youth Offer To follow All

7. Forward Work Programme 2020-21 27 - 32 -

8. Attendance Record 33 - 34 -

9. Date of Next Meeting 4 February 2021

Press and Public

This meeting will be held remotely in accordance with the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020. Part I of this meeting will be live streamed as required by the regulations. The press and public can access the meeting from the following link (by selecting the meeting you wish to view):

<http://www.slough.gov.uk/moderngov/mgCalendarMonthView.aspx?GL=1&bcr=1>

Please note that the meeting may be recorded. By participating in the meeting by audio and/or video you are giving consent to being recorded and acknowledge that the recording will be in the public domain. The press and public will not be able to view any matters considered during Part II of the agenda.



Education and Children's Services Scrutiny Panel – Meeting held on Wednesday, 21st October, 2020

Present:- Councillors Kelly (Chair), A Cheema, Ajaib and Qaseem

Also present under Rule 30:- Councillor Strutton

Apologies for Absence:- Councillors Basra and A Sandhu

PART 1

11. Declarations of Interest

None were declared.

12. Minutes of the Meeting held on 16 July 2020

Resolved – That the minutes of the meeting held on 16 July 2020 be approved as a correct record.

13. Member Questions

None were received.

14. Community Learning and Skills

The Community Learning and Skills Manager introduced a report that informed the Panel of the development that had taken place within the service and of the progress made during 2019/2020.

At the conclusion of a PowerPoint presentation, comments and questions were invited from the Panel.

During the discussion, the following points and questions were raised:

Referring to the Service Enrolments 2019/20 (cumulative) table, set out on paragraph 5.9 of the report, a member requested further breakdown of the age groups of the 3,000 enrolled learners. Details of how grant funding of the service was split between Slough Borough Council (SBC) and Royal Borough of Windsor and Maidenhead (RBWM). The Community and Skills Manager advised that details of the breakdown were required to be provided in a report to the Education and Skills Funding Agency (ESFA.). These would be provided to the Panel.

A member asked whether work was undertaken with community groups to establish local needs and whether established needs were being met. It was explained that approximately 18 months to 2 years prior, many students had been repeat students. However, since then, learners' wellbeing and employment and skills were being reviewed holistically. Clients were initially

Education and Children's Services Scrutiny Panel - 21.10.20

referred from Job Centre Plus and the service would initially establish the areas of interest and aspirations of the learners.

A member asked about the achievement rate. It was explained that the achievement rate was measured by the number of people on accredited provisions and whether the learners had successfully completed their course. This was measured by retention and pass rates. In terms of the providers, standard KPIs were used by Ofsted to assess the quality of providers, where an 80% KPI would be rated as 'good'. Eighteen months prior, the quality of providers had been rated as Grade 3 'requires improvement'. This rating was moved to 'good' during the last Ofsted inspection which included looking at the outcomes of annual self assessment, and key statistics.

In response to a question about the number of learners on a course, it was explained that the aim was to have a minimum of 12 with an optimum of 14 on a course, depending on where the course was being offered.

A member asked whether staff had been provided with training to run online courses as a result of the Covid- 19 pandemic. It was explained that tutors had been provided with intensive training via the Zoom and Bluejeans platforms. Tutors had also been trained on the flipped learning method, which they used to deliver some sessions. The outcome of a survey on online learning returned positive responses from both the experiences of tutors and learners.

A member questioned the likelihood of the Education Funding Agency (EFA) seeking a clawback of grant funding. It was explained that this was possible but EFA had not yet finalised how the process of clawback would work. Meanwhile, an analysis of last year's grant had been completed and calculated at £73,000 which would be mitigated in the Community Learning budget for the current year.

The Chair invited Cllr Strutton to address the Panel under Rule 30. Cllr Strutton referred to paragraph 5.9 and asked for further clarification on the following:

- Outline of the changes made in teaching structures. How tutors had been affected by the disruption of Covid -19 and how this had impacted on the level of reduction in learners.
- Requested a breakdown of figures by ward, to ascertain where priorities should be focused.
- A breakdown of the 3000 learners enrolled in 2019/20 that had been successful and unsuccessful in completing their courses.

The Assistant Director, Place Regulation advised that the information would be provided.

Members were advised that the previous Ofsted inspection which raised issues about the quality of teaching had now been addressed and had improved to 'good' rating. With regard to staffing, historically, many tutors

Education and Children's Services Scrutiny Panel - 21.10.20

worked on an as-and-when needed basis, which did not therefore allow time to provide quality teaching. The required standard of teaching had now been established and staff worked under contracted hours which had led to a significant improvement in the quality of teaching. However, learner numbers up to the end of March 2020 had been lower than planned for in a normal year. Repeat learners had not been progressing and moving on or achieving. Since then, a progress and progression form was introduced for tutors to complete each time, and where a learner had made no progress; they were encouraged to move on. Inevitably, this process resulted in the loss of learner numbers. A fresh start was subsequently made with a new flow of learners to ensure that priorities were being met. In addition, procurement commissioning was late and the provision of intensive courses resulted in less courses and inevitably, reduced learners.

It was explained that outcomes had improved as learners were moving into work. It had been planned for learner target to be met by 31 July 2020, however, due to Covid-19, many of the proposed work had to be reduced and moved online. Theory work for some courses had been completed but the practical part had yet to follow. This would be the information that would be submitted to the ESFA, should the service be found to be in breach, as would be the case with many other providers.

Cllr Strutton queried that the issue of repeat learners may have been due to poor teaching and asserted that there may be a high demand in learners wanting to do E-learning courses during Covid-19. Requested figures on the percentage of success rate of people moving into work.

It was explained that six new teachers of excellent standards had recently been recruited who would be useful in sharing good practice with the rest of the team. The recommendation of the ESFA had been to focus on current learners, particularly those going through accreditation. Additional courses including health and wellbeing were being offered with a hierarchy of accessibility. Support was being provided to many learners who were finding it difficult, via email and telephone. A pilot of intensive courses had commenced in September 2019 and commissioners would be undertaking a follow-up progression from Slough learners. Although these were early stages, the indication was that learners were moving into work and developing their career paths, whilst not that detailed due to Covid-19.

Resolved:

- i) That the report be noted.
- ii) That the Community, Learning and Skills Manager be requested to provide the following to the Panel and Cllr Strutton:
 - Further breakdown of the age groups of the 3,000 enrolled learners.
 - Details of how grant funding of the service was split between Slough Borough Council (SBC) and Royal Borough of Windsor and Maidenhead (RBWM).

Education and Children's Services Scrutiny Panel - 21.10.20

- iii) That further clarification as set out above be provided for Cllr Strutton and the Panel.

15. Training Provider- JGA Developing Futures

The Panel received a PowerPoint presentation from Richard Goodwin, JGA Group, which provided Apprenticeships and other vocational training across age groups locally and nationally.

Following the conclusion of the presentation, the Chair invited comments and questions from the Panel.

During the course of the discussion, the following points were raised:

A member queried that under the current climate the trend must show a lower uptake of apprenticeship in the last 12 months. It was explained that the actual number of apprenticeships on the programme would not have changed, as the programmes had been extended in the last three months but there had been a reduction in the number of starters, due to the impact of Covid -19. Demand for management development remained high, but hospitality had been adversely affected by the Covid-19 pandemic and further compounded by the uncertainty of Brexit.

A member asked whether the reduction in apprenticeships for 16 -18 year olds was related just to Slough or the general trend. It was explained that this was the general trend but that specialist programmes would continue to expand.

Members were advised that further details about apprenticeships could be found on the Apprenticeship Website.

Resolved – That the 2020-21 JGA Developing Futures presentation be noted.

16. Report on Slough Apprenticeships

The Service Lead for economic and development introduced a report that provided an update of apprenticeships and other employment in Slough. The report also outlined economic generation opportunities that were available in the Borough.

During the course of the discussion, the following points and questions were raised:

A member asked whether the Berkshire Skills Portal that would enable job seekers to access all vacancies in Berkshire would be in operation in April/May 2021. This was confirmed.

A member asked whether there would be enough interest in the Slough Innovation Space project that would be operating from Observatory House. It

Education and Children's Services Scrutiny Panel - 21.10.20

was explained that there would be, as it would be supporting businesses in the digital technology sector. Businesses related to science and farming would not be accepted, as the project would not have the equipment to support the specialist technology and software.

A member asked whether the Phase 2 transformation process that the Council was going through would impact on this area, given the significant increase in unemployment in Slough since March 2020. It was explained that the Phase 2 transformation process had not yet been completed but there were various areas across the Council that would present learning opportunities but be dependent on the outcome.

A member asked about the growth strategy, building on strands and teaching in key areas where there were mismatched skills and questioned whether any steps had been taken to address this weakness. It was explained that there were challenges in the community and challenges regarding qualifications. Qualifications had been up to level two in the past and those with other qualifications at a higher level, had qualified from other countries but did not match to the demand in Slough. However, the qualifications could be developed to address the mismatch of employers. Some businesses may indicate that they did not have people with skills/qualifications required but yet have unemployed people that they were unaware of and therefore could be aligned through education and training to then match people in those jobs.

A member asked whether there was any mechanism to ascertain the skills that employers required. It was explained that there was, through on-going conversation in the borough acquired by Thames Valley Trade. Prior to Covid-19, relevant council staff were engaging with employers to establish trends and examples of what employers were saying they needed.

A member asked what the plans had been put in place to raise awareness to the people of Slough about the opportunity to upskill. It was explained that confirmation was pending from the funders and when received, there would be a press release. Both the Slough Innovation Space and Future Skills projects would be publicised via social media networks but each would also have its own marketing strategy. The Slough Innovation Space project would have a dedicated marketing person; for the Future Skills Hub, a combination of the Council and partner communication would be used to build a collective strategy.

A member asked whether young people who had participated in the Future Skills Hub project would be provided apprenticeships to work in the Council. It was explained that a percentage of apprentices would be employed by the Council and organisations that were in the Council's control. A growing

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percentage of schools and organisations in the community were also offering apprenticeships.

A member asked how long the Future Skills Hub and Slough Innovation Space projects would be in operation. It was explained the Slough Innovation Space project was funded for 3 years but further projects had been built in to enable it to run for longer. The Future Skills Hub was funded by capital funding on a 3 year revenue stream and would continue to be funded by other financial models to ensure sustainability.

A member asked about the number of school leavers that progressed into apprenticeships. It was explained that the number was low, as young people tended to choose to go onto traditional education. This issue would be included in the Slough Academy report.

The Chair invited Councillor (Cllr) Strutton to address the Panel under Rule 30.

Cllr Strutton advised that the Council had ring fenced apprenticeships for children leaving care (CLA) but this appeared to have been overlooked in the report. He expressed concern that farming had not been included in any of the proposed projects, particularly as there were agricultural areas in the borough and noted that neither had filming been included, given that there were media companies in Slough; nor had nursing and health care. Cllr Strutton questioned whether the Council was being proactive enough to encourage young people to get into employment in these areas.

Cllr Strutton stated that as corporate parents, the Council needed to be more robust in raising awareness of the reasons why apprenticeships were not being extensively provided for CLAs and for local young people. It was explained that Slough Academy was leading in the provision of apprenticeships. The film and creative industry had been highlighted as a growing sector in the strategy and this would be reviewed as the project progressed. It was noted that discussions were also taking place with the farming sector but stressed that qualification for this area was required at Level 4 and PHD in respect of the workers that were needed. In addition, people that were qualified at a higher level did not tend to stay in Slough.

The Assistant Director, Place Regulation clarified that it was never the case that apprenticeship was exclusively ring fenced for CLAs. Members were advised that the former apprenticeship scheme was available to 16 to 18 year olds which CLAs joined. Young people had also been encouraged to find work under that scheme. However, due to the development of Apprenticeship levy, Slough Academy came into place two years ago to create apprentice schemes to meet the needs of businesses. The Slough Academy remained open to CLAs, who were also supported by a joint team in the Council.

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The Panel recommended that a separate report on Slough Academy should be brought to the Panel at a future meeting.

The Assistant Director, Place Regulation advised that a response was being drafted for Cllr Carter, Chair of Corporate Parenting Panel in respect of questions that had been raised regarding this issue. Members were reassured that there was absolute support and commitment to providing apprenticeships and training for young people. In relation to the former scheme, completion of apprenticeships was an issue as many young people failed to complete their programme.

Resolved:

- i) That a report on the work of Slough Academy be reported to the next meeting.
- ii) The Assistant Director, Place Regulation would request Councillor Cater to share response to issues raised relating to apprenticeship with the Panel and Councillor Strutton.

17. Forward Work Programme

Members reviewed the Panel's work programme for the remainder of the 2020/21 municipal year.

Resolved - That a report on Slough Academy be included in the Forward Work Programme for 2020/2021.

18. Attendance Record

Resolved – That the details of the Members' Attendance Record be noted.

19. Date of Next Meeting - Thursday 3 December 2020

Resolved – That the date of the next meeting was confirmed as 3 December 2020.

Chair

(Note: The Meeting opened at 6.30 pm and closed at 9.06 pm)

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THE LOCAL AUTHORITY BOROUGH COUNCIL

REPORT TO: Education and Children’s Services Scrutiny Panel

DATE: 3rd December 2020

CONTACT OFFICER: Ketan Gandhi, Associate Director Place Regulation
(For all Enquiries) (01753) 875500

Report produced by George Kirkham – Creative Academy
 Manager (01753 875400)

WARD(S): All Wards

PART I**FOR COMMENT & CONSIDERATION****CREATIVE ACADEMY****1. Purpose of Report**

The Creative Academy annual report for AY2019/20

2. Recommendation(s)/Proposed Action

The panel are asked to note the report and recognise the success of the Creative Academy and its positive contribution to Slough.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**3.1. Slough Joint Wellbeing Strategy Priorities**

The Creative Academy does not directly contribute to the Joint Wellbeing Strategy priorities, however does consistently support key partners through the Creative Academy programme who contribute to different priorities of the strategy.

3.2. Five Year Plan Outcomes

Outcome 1 – Slough children will grow up to be happy, healthy and successful. The Creative Academy offer workshops and training to children and young people at 13 different schools each and every academic year. We work in partnership with Prodigy Dance Studios and Active Slough to deliver dance and fitness classes whilst promoting the benefits of exercise and a healthy lifestyle to the local community. The students on the programme are gaining a Level 6 or level 7 qualification and we currently have 100% 2019 graduate employment; the national average is 3%. This will drastically be changed with COVID although currently – see excel spreadsheet below. We have 81% of 2020 graduates 2020 having secured employment by September in education or creative industries,

post-graduate study or agency representation (this is very pleasing considering the COVID statistics for Creative Industries and young people's employment)

Outcome 2 – Our people will be healthier and manage their own care needs.

The Creative Academy works with local schools and has created a programme with graduates to offer dance classes, ensuring more young people are more active.

Outcome 5 – Slough will attract, retain and grow businesses and investment to provide opportunities for our residents.

The Creative Academy celebrates its 17th Birthday on 3rd November 2020. Many of the students who move to the town investing their earnings into local businesses and renting local properties. Many choose to stay after graduation and create more business opportunities locally by setting up their own businesses. The Creative Academy has outstanding external audits and being a member of CDMT raises the profile of Slough outside the borough and nationally. (See attached QAA & CDMT reports)

4. Other Implications

(a) Financial

The Creative Academy is cost neutral to Slough Borough Council. The Creative Academy in AY2020/21 will bring in a forecasted £800 K in student fees. Smart financial planning allows the Creative Academy to reinvest into the programme for both students and extend this to the local community ensuring we have an accessible offer for all.

(b) Risk Management

Regular monitoring, reviews and quality assurance ensures that all risks are mitigated to a minimum. The major risk for Creative Academy would be the loss of funding currently through the University of West London with students accessing Student Finance. The Creative Academy has a contractual agreement in place with the university and maintains an excellent relationship with key stakeholders ensuring an efficient and effective partnership.

(c) Human Rights Act and Other Legal Implications

There is no significant Human Rights Act or other Legal implications.

(d) Equalities Impact Assessment

There is no need for an equalities impact assessment.

(e) Workforce

There are no workforce issues related to this paper

5. Supporting Information

- 5.1 **The Creative Academy**, a unique partnership between Slough Borough Council and University of West London, offering full time nationally recognised vocational dance training, through the Council for Dance, Drama and Musical Theatre, underpinned with dance provision specifically designed for Slough's community.

The Creative Academy offers degree programmes, which currently has 100% of its graduates gaining employment in the creative industries or go on to further postgraduate professional study.

Currently, the Creative Academy is developing a new offer specifically designed at encouraging more local people to engage in dance by being more active more often leading to internationally recognised qualifications through the Imperial Society of Teachers of Dancing or Pilates with Active IQ.

The Creative Academy has re-designed the Foundation Degree and BA (Hons) qualifications to bring a new offer to local people, the graduates and young people to ensure we create confident choreographer, performer, and teachers with the skills for lifelong careers. Slough is the only local authority offering vocational professional dance programme from level 3 through the level 7 (masters programmes).

"It's because of the versatility of Creative Academy and huge amount of different opportunities you gave us that I have stepped into interviews/auditions with great experience and training to draw upon, and a confidence in my abilities. For that I am eternally grateful to yourself and all of the staff at Creative Academy!" Amelia Evans, Graduate 2018

- 5.2 Destinations of graduates *Class of 2019* include:

- Teaching for Active Slough, Creative Saturdays, Haybrook College, Creative Junction, Orion Dance, Maypole Health and RBD Dance.
- 100% Graduate success rate – into employment in the Creative Industries or Post Graduate Education
- Performing with TUI Magic Life, Stormzy, BMI Entertainment, Jasmin Vardimon's JV2, Folie Douche, Lotus, Chessington World of Adventure & Brit Awards.
- 2 students went on to study Postgraduate Certificates in education
- 31% of students gained a 1st Class degree

Destinations of *Class 2020* (graduating in July 2020), 54% of the current cohort have secured employment, postgraduate study or representation, which is exceptional especially considering this has been during lockdown for COVID19

- Students are being represented by Tracey Adams Associates, AB Castings, MGA Agency, Showstoppers & Celeb Agents.
- 3 students have founded companies, Atlas Dance Company, GRITT Dance Company & Precision Performers
- 3 students have been offered dance performance with Blue Fish & Blue Sunrise Entertainment
- 2 students on the new pilot CA Tutor apprenticeship scheme

- Students are teaching for Futurity UK and Advanced Dance School
- 8 Students have been offered postgraduate study.

5.3 This year the students have worked with Active Slough, Haybrook College, Slough Schools Sport Network, James Elliman School, Montem Academy, Little Down, St Anthony's, Holy Family, Khalsa Academy, Parlont Park Primary, Forget Me Nots Residential Home, St. Ethelbert's Primary School, Godolphin Junior Academy, St. Mary's Primary School, Western House School, Foxborough Primary School and Langley Academy. The students have performed locally & nationally including at the SCVS Awards, Christmas Lights Slough, Brit Awards, and offered 4 mainstage pieces at 'Move It' 2020(although cancelled due to COVID), Can You Dance 2019 and Pride 2019 with O2.

The Creative Academy has engaged with 160 young people aged 3-21 on our Creative Saturday's programme that has run for three terms, 2021 2 graduates will be developing this offer, making a much bigger better offer for local children and young people. This has had a positive impact on the wellbeing of the young people providing them with the opportunity to develop dance technique, increased physical activity, make friends and gain recognised qualifications. "Being part of Creative Saturdays has built my confidence and encouraged me to develop a career in dance, I'm hoping to join the full time programme next September" Malakai Waldrobe, Youth Dance Company, he has now joined the BA (Hons) Dance with Foundation Academic Year 2020/21, Malakai is the youngest brother of Jameen Waldrobe who graduated from the 1st intake of Foundation Degree students in 2008.

Two graduates Molly Southall (Class 2017) & Elysia Westwood (Class 2018) have taken over the Creative Saturday's and started their own dance company, Prodigy Dance Studios, which CA will support during AY20/21.

5.4 The Creative Academy is seen by the Arts Council as a Jewel in Slough's cultural offer. Along with Home Slough, It is the foundation on which they build their financial support to Slough on.

6. **Comments of Other Committees**

This information has not been to any other committees.

7. **Conclusion**

The Creative Academy is a flag ship project which Slough is proud of. It not only attracts students from across the country to come and study and live in Slough, but has over recent years strengthened its work on raising the ambitions of Sloughs young people to develop future careers and or skills through dance.

8. **Appendices Attached**

None

9. **Background Papers**

- Latest QAA report - www.qaa.ac.uk/reviewing-higher-education/quality-assurance-reports/Creative-Academy-Slough-Borough-Council-
- Latest CDMT report



Accredited Schools
Annual Report of a Performance
Academic Year 2018/19

Please find attached your report.

This report is confidential to CDMT and the Principal of the school who may use it at his or her discretion within the school.

No part of the report may be presented in any form to the press, members of the public, nor in any publicity or promotional material of the school.

A report on a performance is not a verdict on provision within a vocational school; rather it is an assessment of observed current practice, offering senior managers points for consideration. The report is neither exclusive nor comprehensive and is final and non-negotiable, except in matters of fact.

Liz Dale
Head of Education and Training

Production: Graduation Showcase 2019**Date of Performance: 21st June 2019****Performance Type: End of Year Show****Venue: Lilian Baylis Theatre, Sadler's Wells****Consultant: Sue Passmore****Context and Nature of Material**

The annual Creative Academy Graduation Showcase has been, until this year, a 3rd Year project for the students on the performance strand of the BA (Hons) Dance Programme validated by the University of West London. In this year's performance the format has been updated in preparation for a new BA Dance programme that will be validated in July 2019. In response to students requests, the criteria and module outlines for the final year assessment have been revisited enabling both the teaching and the performance streams to collaborate in the annual Graduate Showcase. The structure is not greatly altered and the year group are still tasked with additional roles in marketing, fundraising, lighting and technical design and costume but the contribution and involvement from the whole year group has made the production much more challenging and rewarding. The students share their ideas with the Creative Academy Manager and agree the choreographers, casting, choice of music and budget.

This was the first of two performances. There was no interval and the duration was one hour with seventeen items in the programme.

Venue:

Creative Academy in Slough presented their annual Showcase at the Lilian Baylis Studio Theatre, Sadler's Wells in London. They have used this prestigious venue for several years and the facilities are excellent for their performance needs. There is a steeply raked auditorium with good sightlines from any seat. The stage is particularly suited to dance production although the wings are a little restricted for entrances and exits.

Direction and Choreography

The responsibility for efficient delivery of the entire production is spread amongst the year group and they cover all aspects that culminate in the dance performance. The learning curve for students is steep but rewarding for these young people. There were fifteen choreographers, including a student piece. The year group will only include a piece of student choreography if it is deemed to sit well within the programme.

Casting

There were twenty-five female dancers in the 2019 Graduation Showcase, joined by four ex-graduates for one of the pieces. When the performance pieces have been selected and agreed the casting takes place with the choreographers. All the casting provided sufficient opportunity for the dancers to showcase their individual technical skills and, regardless of the role as ensemble or cameo or solo, every dancer could be seen as an individual performer.

Staging

The Lillian Baylis is a dance house that offers a sophisticated technical lighting rig that can provide innovative design states. In this Showcase the students who were responsible for the lighting design used colour and dramatic states that added another level of visual impact and theatricality throughout the performance. There was no use strobe or flashing light effects that distract

attention from the staging, and the transitions between each dance pieces were subtle and effective.

Costume

Costume choices were generally modern and suited the choreography without being excessively theatrical, there was no repetition in colour and the range was broad and stylish. The footwear varied considerably throughout the performance, but the dancers were equally proficient in boots, trainers or heels and in all the heel work the stance and control was excellent.

Acoustics

Throughout the show there were several highlights in music editing that underpinned innovative choices in the choreography. Complex soundscape tracks were created to show the contrasting styles and text-lead movement and the sound quality was well balanced. Radio-mics were used for *The Audition* based on the song *There's Gotta Be Something Better Than This* from the musical *Sweet Charity* but the acoustic level did not compare favourably with the overall sound balance and the singer's vocal quality sounded slightly forced at times.

The Performance

This graduate company of confident and focused dancers produced a mature professional performance from the outset. The first item in the programme was *He Had it Coming* from the musical *Chicago*. The choreographic concept for this very familiar musical theatre song was unexpected and powerful and individual characterisation was impressive.

The programme continued to impress with a contrasting piece entitled *Insomnia* in which six dancers struggled with different levels of sleeplessness and prolonged anxiety. They were dressed in orange all-in-one night attire which was an effective colour choice in the atmospheric side-lighting. This was a memorable piece of choreography by *Tiara Foo* with disturbing moments in the staging that skilfully analysed the pain in each dancer through the quality of the movement. The cast identified with aspects of insomnia, the interpretation was realistic and articulate and the score was suitably disturbing.

Andre Rebelo from Yasmin Vardamon Dance Company was guest choreographer for the aptly named piece *Riot*. The cast showed an extraordinary energy in a tirade of frenetic movement with long hair providing the focal point of the movement vocabulary. The costumes were also a statement resembling mutiny in kilts and boots. It was difficult to reach a conclusion about the intended response to this piece because it was strangely humorous and chaotic, and also technically demanding but whatever the intention, it was remarkable and immensely enjoyable. In contrast there was a more lyrical but moving piece entitled *Don't Look Down* choreographed by Pippa Holliday which featured a sensitive and technically capable solo dancer dressed in white.

The commercial vocabulary in Joshua Pilmore's second piece *Cluedo* was another example of the energy and commitment as typical of a Creative Academy student. This style of diverse street based choreography demonstrates the fusion of styles that so many commercial choreographers currently utilise. Caroline Bridges choreographed *Sirens* on four ex-graduate male dancers, who were invited to return to participate in this piece that really challenged the dancers. One piece of student choreography was included in this year's showcase which successfully contrasted with other items in the programme. *Pulling Strings* created by Sunita Bolton was another enthralling dance for four young artists, it was an original concept with clever choreographic ideas and staging. The dancers were able to show some innovative interaction and original movement

quality. The entire programme was well structured and entertaining. It had a good range of emotive moments and also a few theatrically challenging ideas.

June 2019

SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children Services Scrutiny Committee
DATE: 3rd December 2020
CONTACT OFFICER: Edwin Fernandes, Slough Academy Manager
(For all Enquiries) 07707 650025

WARD(S): All

PART I
FOR INFORMATION**SLOUGH ACADEMY****1. Purpose of Report**

To provide an overview of the Slough Academy, addressing the following:-

- The journey from the previous apprenticeship approach
- How residents and young people in particular can access apprenticeships?
- What support is provided to ensure our young people are well placed to secure apprenticeships with the council?
- How we ensure that the Academy plays its part as a corporate parent in supporting CLA / LC young people in securing apprenticeships with the council?

2. Recommendation(s)/Proposed Action

The Committee is requested to note the report.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

The [Slough Joint Wellbeing Strategy](#) (SJWS) is the document that details the priorities agreed for Slough with partner organisations. The SJWS has been developed using a comprehensive evidence base that includes the Joint Strategic Needs Assessment (JSNA).

The SJWS and the JSNA set out that the responsibility for delivering against these objectives sits within Young People Services.

3a. Slough Wellbeing Strategy Priorities

This report is for information only.

3b. Five Year Plan Outcomes

The Slough Academy supports the Five Year Plan as follows.

- Outcome 1: Slough children will grow up to be happy, healthy and successful
- Outcome 3: Slough will be an attractive place where people choose to live, work and stay.

The Slough Academy offers apprenticeships opportunities to SBC employees and the wider Slough community, as appropriate. By creating development opportunities we will attract new talent, grow our own and increase retention.

4. **Other Implications**

(a) Financial

There are no financial cost implications.
Savings will be achieved as a result of training costs drawn from the Apprenticeship Levy rather than the council training budget.

(b) Risk Management

This report is for information only – no risks associated.

(c) Human Rights Act and Other Legal Implications

This report is for information only – no human rights or legal implications associated.

(d) Equalities Impact Assessment

This report is for information only – no assessment as to the impact of the proposal/policy on race, gender and disability groups required.

5. **Supporting Information**

5.1 The journey from the previous apprenticeship approach

From the end of 2018 the Council had two apprenticeship schemes in place which were Business and Administration apprenticeships targeting school leavers aged 16-18 and Youth Work Apprentices targeting young people 18-25.

There was an emphasis on supporting young people to apply and secure the apprenticeship opportunities.

In the summer of 2018 the Council changed its approach to apprenticeships in line with the newly introduced Apprenticeship Levy. It was felt that the above approach to apprenticeships whilst being good and admirable things to do, were not designed to meet business needs and were not compliant with the new levy requirements.

In order to meet the requirements of the Apprenticeship Levy and meet the business needs of the Council, the Slough Academy was established.

The Slough Academy is the council's new approach to growing and developing our staff to help build a stable and successful workforce that will serve our residents in the best possible way. It provides targeted learning and developing skills and capabilities to meet our business needs and creates opportunities for continuous professional development that not only increases capacity but also helps retain talent.

It is fully embedded in our five year plan and will ensure we have the right skills in our workforce for the future.

The roll-out of The Slough Academy is being delivered over three phases. The first phase is apprenticeships. Government apprenticeship reforms means there is money available to us to offer new apprenticeship opportunities to our existing staff and attract new talent to the organisation.

Apprenticeships have been broadened and are now available to a wider age group. Our current Apprentice ages range from 17 – 58 and we run over 25 different apprenticeship programmes across 4 directorates.

The Slough Academy works with our business stakeholders to identify career paths and link these to apprenticeship standards. Together they create viable opportunities which will add value to the service and organisation.

A business case for the apprenticeship is developed and must be approved by the Slough Academy Board (a representative group made up of Service Leads and presided over by the Director of Finance and Resources) before we can recruit.

Apprenticeship Achievements:-

- Completed successfully = 10
- In Flight = 27
- Pending = 19

Apprenticeship Statistics:-

- Apprenticeships vs Government Target – 2% vs 2.3%
- Apprentices who are Slough residents = 75%
- BAME Apprentices = 65%
- Apprentices (with disclosed learning disability) = 3%
- CLA/LA = 0%
- Apprentice Gender Split = 69 Female / 31 Male

Phase two will be about continuous professional development, which will help to grow and nurture our staff.

Phase three looks at succession planning – ensuring we have the right skills and talent in the organisation for the future.

5.2 How residents and young people in particular can access apprenticeships

The Slough Academy promotes and offers apprenticeship opportunities internally first and then advertises them externally in line with our recruitment policy.

We also promote these opportunities with our partners including the Slough Children's Trust, Young People Service, Adults and Communities, The Link (schools website), Job Centre Plus, Local Slough Youth Parliament, Slough Jobs Club, Further Education establishments, Dominique Unsworth (Resource Productions) SE Young Apprentice Ambassador Champion, the Slough Business Community Partnership, Aik Saath, National Apprenticeship Service, local papers, social media and online.

We create recruitment job packs promoting Slough Borough Council as an employer of choice, providing potential applicants with details of the role and entry requirements.

Applications are reviewed and scored, with the candidates that meet the requirements shortlisted for interview. All interviews are conducted by a mixed panel from stakeholders and the Slough Academy to ensure that the recruitment process is fair.

5.3 What support is provided to ensure our young people are well placed to secure Apprenticeships with the council?

In order to help and encourage apprenticeships amongst our young people the Slough Academy have undertaken the following:-

- Delivered Apprenticeship Awareness sessions to schools heads
- Delivered Apprenticeship Awareness sessions to 14 – 16 year olds as part of the schools drive to raise different career choices and paths
- Created an Apprenticeship site on the Schools hub
- Promoted Apprenticeships at local career fairs
- Promoted Apprenticeships with our partner Osborne
- Using social media to advertise and promote Apprenticeship opportunities
- Run Apprenticeship roadshows at different sites across the council to promote Apprenticeships to staff
- Created the Slough Academy website, including a variety of support material including videos to promote apprenticeships, featuring a range of different apprentice age groups
- Developed Slough Academy Champions in all service areas to encourage staff to consider Apprenticeships as a career path
- Vacancies advertised on the National Apprenticeship website

5.4 How we ensure that the Slough Academy plays its part as a corporate parent in supporting CLA /LC young people in securing apprenticeships with the council.

The Children's Trust and the Councils Youth Service are best placed to support young people in care / leaving care to apply for and secure an apprenticeship.

The Council and its key partners including SCST has recently reviewed and refreshed its Education, Employment and Training Plan for young people in Care or Leaving Care. This has recently been adopted by the Joint Parenting Panel.

A dedicated team within the Council supports all young people who are Not in Education, Employment and or Training, this team includes a dedicated member of staff supporting young people looked after / leaving care.

An operational and strategic group is in place that regularly meets to ensure that our work in supporting young people in care / leaving care to secure EET opportunities is robust and continues to improve.

The Council has recently launched its Inclusive Growth and Skills Strategy as part of the work related to this will be to ensure that the pathways to secure and sustain meaningful opportunities for our young people in care / leaving care are realised.

In the past the Business & Administration Apprenticeships had an annual cohort of 20 young people, with about 2 or 3 participants a year coming from a care background in Slough.

In both cases whilst significant pre-apprentice and ongoing apprenticeship support was provided the vast majority of young people on the scheme from within the care system did not successfully complete the apprenticeship.

The Apprenticeships that we require in the council now are not business and administration, but are related to professional paths.

| Vacancy | Level | No. of applications | No. of posts | No. of applicants CLA | Outcome |
|-----------------------------------|-------|---------------------------|--------------|-----------------------|--|
| Assistant Activities Co-ordinator | 2 | 25 | 2 | 1 (Slough) | Interviewed and offer made. Worked with SCST to assist applicant. Failed DBS. |
| Early Years | 2 | 35 | 6 | 0 | |
| Project Co-ordinator | 4 | 35 | 1 | 0 | |
| Corporate Complaints Officer | 2 | 37 | 1 | 1 (Non-Slough) | Applicant did not meet the minimum requirements for the programme – not shortlisted. |
| Civil Engineering Technician | 3 | Out To Advert 16/10/20 | 1 | TBA | TBA |

The Slough Academy will continue to promote and offer apprenticeship opportunities to CLA /LC young people, through our existing networks and partners.

6. Comments of Other Committees

Not Applicable.

7. Conclusion

The Slough Academy's remit is to continue to develop and offer business driven apprenticeship opportunities within the council and recruit new talent into the organisation where appropriate.

We will continue to promote external opportunities with related services and partners.

Evaluation of apprenticeships in Slough show:-

- 75% of learners are more likely to stay with SBC
- 88% of learners more confident to apply for promotion or new position
- 100% of learners develop transferable skills
- Learners demonstrate improved decision making and compliance

- Significant cost savings on training budget

The Slough Academy is a critical component in driving forward effective workforce development in Slough Borough Council by:

- recruiting fresh talent/new apprentices
- implementing career paths in each service
- developing our people, increasing capability and performance
- creating succession planning, promote from within
- reducing both training and external recruitment costs
- contributing to the replacement of expensive contractors

8. **Appendices Attached**

'A' - Apprenticeship Success Article

9. **Background Papers**

None.

Appendix A - Apprenticeship Success Article

Something To Celebrate!

Congratulations to our apprentices from Adult Social Care, who have all successfully completed their Level 3 Lead Adult Care Worker Apprenticeships – achieving not just a pass but a MERIT!

They were the first group of Slough Academy Apprentices to start training and go through the new final End Point Assessment. The End Point Assessment had two parts:

- An examination on all elements of the programme.
- A face to face professional discussion (Q&A) with the assessor, where Apprentices provided evidence of how they had applied what they had learned in the workplace.

Being the first cohort was never going to be easy – and they faced a number of challenges along the way, right up to the end with the outbreak of Covid-19 .

Despite this, they worked hard, persevered and achieved their Apprenticeships with a fantastic result.

They are a great example of how you can develop your skills and start on a career path at Slough Borough Council.

Reflecting back on their achievement our Apprentices said:

“This was a great path to continuous professional development. My perspective in health and social care has changed moving forward and as a result I will remain a reflective practitioner throughout my career.”

“Looking forward to implementing all that I learnt once the Lockdown period is over.”

“Being selected to complete this apprenticeship made us feel valued and the encouragement we received from colleagues and management has been incredible.”

“We enjoyed putting the knowledge we learnt into practise and the opportunity to learn more about leadership has opened the doors to progress into management roles in the future.”

Like all major successes, these achievements also require the support of a team of people behind them.

A massive thank you to all the managers involved in supporting our learners with their mock assessments and test preparations.

A big thank you also to our Apprenticeship Specialist for all the hard work in coordinating the Apprenticeship programme and support around it from start to finish.

Surjit Nagra, People Service Lead, said: “The Slough Academy is all about growing our own talent and developing our staff. Apprenticeships are open to staff of any age and length of service, and they come at many different levels – including degree or post-graduate level. So if you’d like to be one of the Apprentices of the future, or you’re a manager and think your service area could benefit from offering Apprenticeships, please look at the Slough Academy pages on insite or talk to your Slough Academy champion to find out more.

“This is a fantastic achievement – a huge well done to everyone involved.
Congratulations!”

SLOUGH BOROUGH COUNCIL

REPORT TO: Education & Children’s Services Scrutiny Panel

DATE: 3rd December 2020

CONTACT OFFICER: Tiran Khehra, Policy Insight Analyst
(For all Enquiries) (01753) 875560

WARDS: All

PART I

FOR COMMENT & CONSIDERATION

**EDUCATION & CHILDREN’S SERVICES SCRUTINY PANEL
 2020– 21 WORK PROGRAMME**

1. Purpose of Report

1.1 For the Education and Children’s Services Scrutiny Panel (ECS Scrutiny Panel) to discuss its current work programme.

2. Recommendations/Proposed Action

2.1 That the Panel review the current work programme for the 2020-21 municipal year, and propose future topics for scrutiny as appropriate.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

3.1 The Council’s decision-making and the effective scrutiny of it underpins the delivery of all the Joint Slough Wellbeing Strategy priorities. The ECS Scrutiny Panel, along with the Overview & Scrutiny Committee and other Scrutiny Panels combine to meet the local authority’s statutory requirement to provide public transparency and accountability, ensuring the best outcomes for the residents of Slough.

3.2 The work of the ECS Scrutiny Panel also reflects the priorities of the Five Year Plan, in particular the following:

- Slough children will grow up to be happy, healthy and successful

4. Supporting Information

4.1 The current work programme is based on the discussions of the ECS Scrutiny Panel at previous meetings, looking at requests for consideration of issues from officers and issues that have been brought to the attention of Members outside of the Panel’s meetings.

4.2 The work programme is a flexible document which will be continually open to review throughout the municipal year.

5. Conclusion

5.1 This report is intended to provide the ECS Scrutiny Panel with the opportunity to review its upcoming work programme and make any amendments it feels are required.

6. Appendices Attached

A - Work Programme for 2020 - 21 Municipal Year

7. Background Papers

None.

Education and Children's Services Scrutiny Panel Work Programme 2020/21

| THEMES FOR 2020/21 DEVELOPMENT: | |
|---|---|
| <ul style="list-style-type: none"> Theme 1- Training & Skills Development Theme 2- COVID-19 Impact on Education | |
| Potential Task and Finish Group / Site Visits: | |
| <ul style="list-style-type: none"> Windsor Forest Group/ Colleges on their offer Solutions for Health (0-19 Service) | <ul style="list-style-type: none"> Osbourne Apprenticeships |
| Meeting Date: | |
| 21st October 2020 Theme 1 | |
| <ul style="list-style-type: none"> Update on SBC's offer with apprenticeships (Inclusive Skills Growth Strategy) Community Learning and Skills Training Provider- JGA Developing Futures | |
| 3rd December 2020 Theme 1 | |
| <ul style="list-style-type: none"> Creative Academy Youth Offer Slough Academy | |

| |
|---|
| 4th February 2021 Theme 1 & 2 |
| <ul style="list-style-type: none"> • NEET- Comparison figures on pre-COVID19 and during/post COVID19 <p>Impact of COVID-19 on Education:</p> <ul style="list-style-type: none"> • Learning Gaps in Primary and Secondary Schools • Safeguarding Children • Annual Education Standards report 2018/19 (due to 2020 exam cancellations there will be no performance tables) |
| 16th March 2021 Theme 2 |
| <p>Impact of COVID-19 on Social Care</p> <ul style="list-style-type: none"> • Early Years- Children Centres, staffing, families etc. • The Trust- Vulnerable children, CIP, CIN, staffing, resources • Parenting in Slough, Multi-Agency Strategy- Michael Jarrett • Youth Offending Report |
| 20th April 2021 Statutory Reports |
| <ul style="list-style-type: none"> • Slough Children's Services Trust Annual Report. • Progress made since Ofsted ILACS inspection* • Corporate Parenting Panel Annual Report |
| Outstanding/Pending Items |
| <ul style="list-style-type: none"> • Training- Employment skills and Learning Opportunities Post-16 (<i>focus on performance, outcomes for Slough students</i>): <ul style="list-style-type: none"> - Further Education Offers - Kick-Start - Local employer engagement |

Education and Children's Services Scrutiny Panel Work Programme 2020/21

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MEMBERS' ATTENDANCE RECORD

EDUCATION & CHILDREN'S SERVICES SCRUTINY PANEL 2020 – 21

| COUNCILLOR | MEETING DATES | | | | | |
|------------|---------------|------------|------------|------------|------------|------------|
| | 16/07/2020 | 21/10/2020 | 03/12/2020 | 04/02/2021 | 16/03/2021 | 20/04/2021 |
| Ajaib | P | P | | | | |
| Basra | P | Ap | | | | |
| Begum | P | Ab | | | | |
| A Cheema | P | P | | | | |
| P Kelly | P | P | | | | |
| N Holledge | P | | | | | |
| A Sandhu | Ap | Ap | | | | |
| Sarfraz | Ap | Ap | | | | |
| Qaseem | P | P | | | | |

P = Present for whole meeting
Ap = Apologies given

P* = Present for part of meeting
Ab = Absent, no apologies given

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