

Oxfordshire **NEET** Strategy

Oxfordshire Strategy for Young People
Not in Education, Employment or Training

June 2006



**OXFORDSHIRE
COUNTY COUNCIL**
LEARNING & CULTURE
www.oxfordshire.gov.uk

Contents

1. Definition of NEET	3
2. Purpose of the NEET strategy for Oxfordshire	3
3. Strategic Analysis of NEET in Oxfordshire	4
3.1 Active/Non Active	4
3.2 Age	5
3.3 Geographical Distribution	5
3.4 Young Offending Team data	7
3.5 Learning difficulties or disabilities	7
3.6 Black and Minority Ethnic Groups	8
3.7 In Care/Leaving Care	8
4. Interpretation of NEET Analysis to inform Strategy	9
5. A Solution Focused Strategy	10
6. Strategic Outcomes	10
7. Local Area Agreement stretch targets	11
8. From strategy to delivery 2006/07	12
9. Appendix 1: Provision for NEET in Oxfordshire	15

1. Definition of NEET

NEET = Not in Education Employment or Training

EET = Education, Employment or Training

A young person is counted as NEET if they are beyond statutory school age and not in education, employment or training

Those counted as NEET include both those who are:

- **Active NEET** – available to become EET
- **Non Active NEET** – those not available to become EET because they are young carers, teenage parents, ill, pregnant, have religious grounds, are unlikely to be economically active or for other reasons
- **Young people in custody or who are refugees/asylum seekers** who have not yet been granted citizenship are not counted as NEET or EET

The education, employment or training activity does not have a time requirement on participation e.g. more than six hours a week to be included in EET

The education and training activity is required to offer accredited learning although it can be delivered in a non-formal environment

2. Purpose of the NEET strategy for Oxfordshire

A NEET strategy for Oxfordshire will give those who strategically plan provision and interventions, an approach, which follows a single agreed direction, to achieve a number of outcomes that benefit young people:

- Responds collectively to an issue which requires specific consideration as its impact is far reaching both socially for individuals and for the economic productivity of society and as such is the responsibility of many
- Recognises that NEET although measured after the age of 16 needs prevention before the age of 16, a part of which is high quality information advice and guidance
- Maximises resources in a joined up approach which agrees priorities and targets
- Evaluates progress against outcomes for Oxfordshire and informs self reviews, Service Improvement Plans, Joint Area Reviews, Area Inspections, Comprehensive Performance Assessments and Ofsted
- Ensures outcomes for young people that meet their needs and the needs of the economic community in Oxfordshire by pitching provision appropriately in terms of geography, level and young person preference

3. Strategic Analysis of NEET in Oxfordshire

NEET is expressed as a % and is counted by a snapshot on the last working day of each month with performance against target being measured on the 30 November each year. Figures show some fluctuations throughout the year both in terms of the % and in the different composition of the group e.g. the number of school leaving job seekers rises from June to September

What the figures do not show well are trends within the relatively static overall figures, the length of individual episodes of NEET nor their frequency. Research shows that 6 months NEET between the ages of 16 – 18 is known to correlate negatively to later life chances – mental health, unemployment, criminal record and reduced continuation in learning

3.1 Active/Non Active

In November 2005 25% of NEET were non-active and 2.9 % were not counted as EET or NEET as they were in custody and/or asylum seekers

91.2% of male NEET were available for EET whereas only 57% of females were available for EET- 34.1% of these females were either pregnant or a teenage parent
Conceptions data by ward for 2000-2002 (Source ONS) confirms a correlation between conceptions under 18 and NEET, the following wards falling within the top 20% in England for conceptions and also displaying a higher % of NEET young people

WARD	AGE AT CONCEPTION		
	Under 18	All ages	Percent of all ages
Abingdon Caldecott	22	196	11.22%
Blackbird Leys	34	361	9.42%
Banbury Ruscote	40	483	8.28%
Barton and Sandhills	30	365	8.22%
Cowley	28	357	7.84%
Didcot Northbourne	21	284	7.39%
Bicester Town	16	224	7.14%
Littlemore	22	315	6.98%
Sandford	8	117	6.84%
St Mary's	20	296	6.76%
Witney South	18	267	6.74%
Iffley Fields	24	380	6.32%
Wallingford North	18	288	6.25%
Banbury Neithrop	19	311	6.11%
Banbury Grimsbury and Castle	36	593	6.07%
Northfield Brook	30	527	5.69%
Marcham and Shippon	11	203	5.42%
Cowley Marsh	17	342	4.97%
Jericho and Osney	14	297	4.71%

The % of NEET young people available for EET was 91.2% at age 16, 76% at age 17 and 61.1% at age 18

3.2 Age

Of the 783 NEET 204 were aged 16 (91 female, 113 male) 317 were 17 (147 female, 170 male) and 262 were 18 (134 female, 128 male).

47.5% of the NEET group in Oxfordshire were female, 52.5% were male which follows the normal pattern of gender distribution

Total 16-18	Male 16-18	Female 16-18
24,209	12,763	11,447
	53%	47%

Source: 2006 small area population forecast

26% of NEET were aged 16, 40.5% of NEET were aged 17 and 33.5% were aged 18

3.3 Geographical Distribution

Geographically NEET falls unevenly across Oxfordshire with the pattern at November 2005 following a similar pattern throughout the year

	November 2005 NEET %
Oxfordshire	4.3%
Abingdon area *	2.8%
Banbury area *	2.8%
Bicester area *	3.6%
Didcot area *	3%
Oxford area *	6.1%
Witney area *	3.2%

* counted from Connexions centre working with NEET young person and covering the travel to work area

Post code areas with a higher % percentage than all Oxfordshire: -

OX4	9.0% Cowley
OX3	7.5% Headington
OX1	6.9% Oxford City Centre
OX28	5.9% Witney Town
OX11	4.4 % Didcot

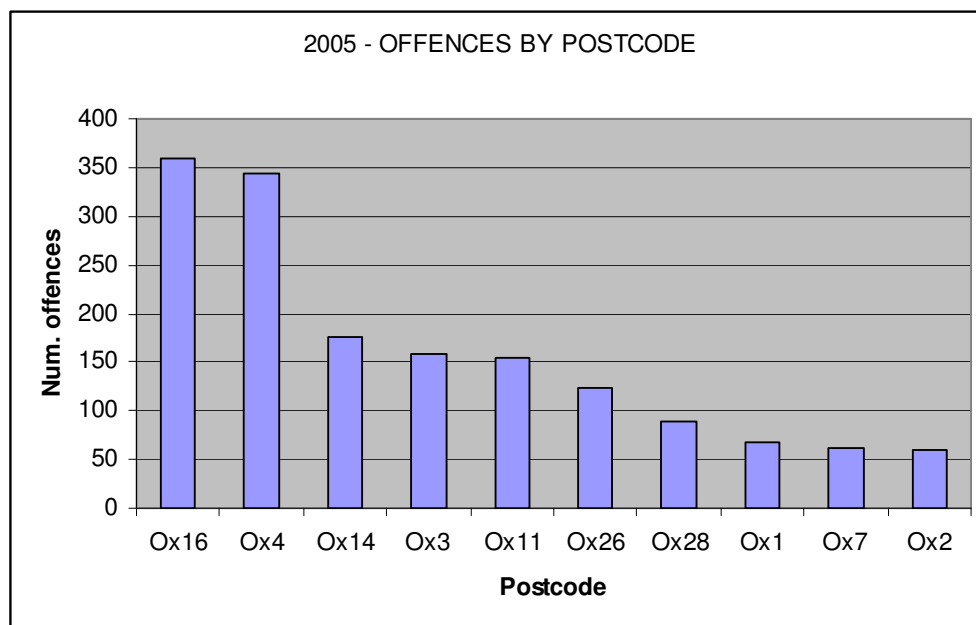
Recently released deprivation indices relating specifically to young people (Index of Multiple Deprivation 2004) confirms a correlation with NEET and gives more local detail through ward analysis. As these figures are based on education participation some variations emerge

Indices of Deprivation 2004: Young People Not Staying in Education Indicator, 2001	Ranking 1-404 (where 1 has the least number of young people staying in education)
Green indicates top 20	
Super Output Area	
Northfield Brook 68	1
Banbury Grimsbury and Castle 36	2
Eynsham and Cassington 85	3
Banbury Ruscote 49	4
Northfield Brook 69	5
Berinsfield 04	6
Thame South 73	7
Barton and Sandhills 14	8
Bicester West 71	9
Banbury Neithrop 48	10
Headington Hill and Northway 38	11
Banbury Hardwick 41	12
Witney East 11	13
Berinsfield 05	14
Didcot Park 36	15
Abingdon Caldecott 92	16
Drayton 14	17
Banbury Ruscote 50	18
Rose Hill and Iffley 76	19
Northfield Brook 67	20

Please Note: These data represent the proportion of children aged 17+ not staying on in education, either at school or in a Further Education (FE) college, for 2001.

3.4 Young Offending Team data

A further correlation between NEET % and 2005 Offences by Postcode is revealed by the Youth Offending Team (YOT) data below, although once again there are some exceptions



3.5 Learning difficulties or disabilities

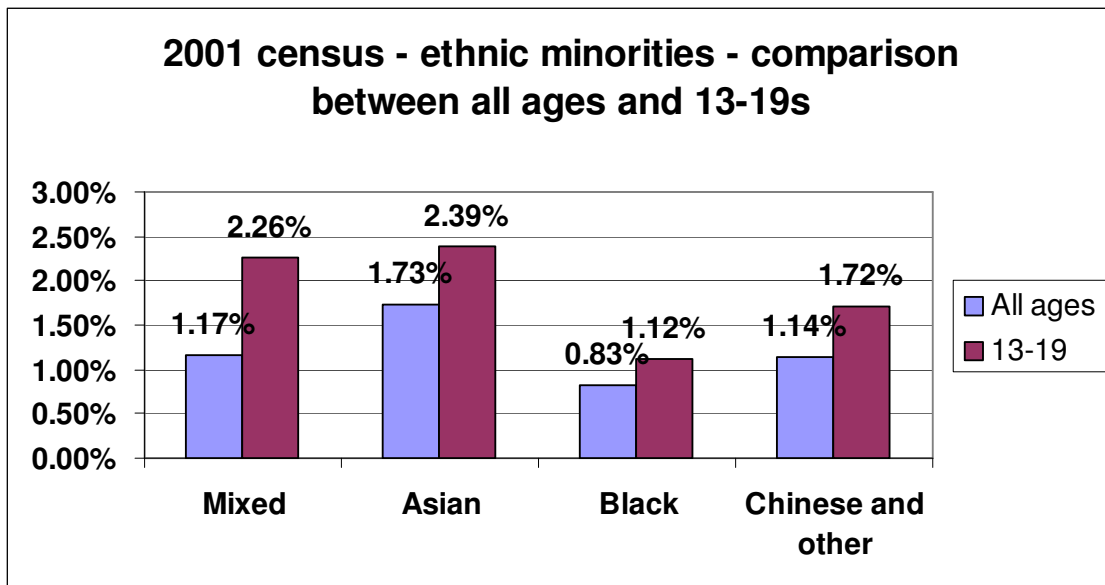
17.1% of NEET young people in Oxfordshire have a learning difficulty or disability compared to 6.1% of the total cohort. 21.9% male NEETs have an LDD and 11.8% of female NEET have an LDD.

17.9% of NEETs who are available for EET have an LDD
14.8% of those who are unavailable for EET have an LDD

3.6 Black and Minority Ethnic Groups

In Oxfordshire 4.3% of young people were NEET in November 2005 – an analysis by ethnic group shows that those in a black and minority ethnic group are more likely to be NEET than their white peers.

The 2001 census shows us that 4.9% of the county’s population are from non-white minority ethnic groups (rising to 6.79% within the 10-17 age range). The populations of the ethnic minority groups (aged 10-17) vary across the county with 2.6% in West Oxfordshire, 5.8% in Cherwell, 3.75% in South Oxfordshire, 3.1% in the Vale of White Horse and 18.9% in Oxford. There is a significant Chinese population in Oxford city (1.83%) – this is the 6th highest in the country. (*source Census 2001*)



NEET November 2005 figures for Oxfordshire show 4.3% White and Black Caribbean 7.9% Other mixed race, 7% Other Black and 4.8% Bangladeshi against White British 3.7% (this data include 2% unknown and is self declared)

3.7 In Care/Leaving Care

Although a high-risk group, Oxfordshire has a comparatively high % of 19 year old care leavers in EET (55.6%) and a comparatively low % of NEET (8.9%) when compared to the South East and the other parts of MKOB. The 2010 targets within LAA raise this target considerably

Protocols have been implemented between Health and Social Care and Connexions and there is co-location of the Senior Care Practitioners with Personal Advisers. There has also been proactive targeting of OCC Connexions resources to this area of work

4. Interpretation of NEET Analysis to inform Strategy

The above analysis suggests an immediate requirement to:

- Target 17 year olds with appropriate interventions and provision
- Require provision to meet the needs of girls who are pregnant or already parents and for males who have learning difficulties /disabilities including behavioural/emotional needs
- Achieve careful geographic targeting to improve EET but with some provision everywhere to address inclusion

More detailed data analysis from the 14-19 Young Persons Database shows that there are different stages to NEET and different groups of NEET and to be effective the strategy will need to recognise and respond to a non heterogeneous group across a large and varied county.

The strategic approach recognises four stages/groups of NEET

1. **Short Term NEET**- young people who can be expected to progress to EET through their entitlement to information advice and guidance.
2. **Transitional NEET** – young people who can be expected to progress to EET with support to tackle lack of confidence or motivation often across key transitions e.g. Key Stage 4
3. **Frequent NEET** – young people who can be expected to progress to EET more slowly often engaging in short episodes of engagement in work/learning and typically with one or more barriers e.g. relationship issues
4. **Persistent/Long Term NEET** with severe or multiple barriers including those for whom engagement is unlikely without a substantial and sustained intervention. For this group the priority will be to first tackle factors of disadvantage which give rise to educational disaffection and affect individual circumstances such as leaving care, low/no qualifications, young parents, criminal records, physical and mental health problems and drug and alcohol abuse. Also within this group are found the comparatively small but significant numbers of young people who are ill and /or not able or willing to be economically active.

In Oxfordshire it is important that the strategy also recognises those who are not yet of statutory school leaving age but are displaying characteristics that suggest a high risk of entering any one of the four groups and remaining in it. These young people will require supportive programmes whilst of school age which recognise and build in a transitional period to move into EET and which use a variety of on and off school site environments, both formal and informal.

It is equally important to recognise the need to target efforts to improve the capacity of all EET providers to meet the needs of all the different groups e.g. Employers, training providers, schools, colleges, private and voluntary organisations. This brings in a wider group of key players and a more extensive range of agendas to contribute to the solution e.g. careers education in school, work of the Education Business Partnership.

5. A Solution Focused Strategy

Oxfordshire has a track record over many years and through a variety of initiatives from which to refresh its approach to the issue of NEET

The strategic approach from 14-19 will:

- Build on current strengths and approaches that work from mainstream, private and voluntary organisations
- Encourage and financially support out of the box solutions as pilots from which others can learn and which have sustainable outcomes- measuring impact rather than inputs or outputs
- Lead improved coordination and shared delivery through collective effort
- Focus on young people (not provider) needs to engage, sustain and progress
- Balance the need for prevention (pre 16) with intervention 16-19
- Balance provision with needs i.e. geographic and priority targets
- Balance interventions with improvement to EET and pre EET provision
- Assume a leadership role which incorporates shared ownership and recognition of different contributions
- Establish local monitoring and reporting protocols including a robust single data analysis on a quarterly basis to record progress and trends

6. Strategic Outcomes

The outcomes required from adopting a single strategy 14-19 will be:

- A mechanism for a single comprehensive Oxfordshire response to Oxfordshire's NEET issues including a steer to discretionary funding decisions
- Direction and strength through collective target setting and identification of priorities
- A forum to debate and to define an entitlement to support including information advice and guidance and an EET opportunity for all young people with identification of who would deliver these
- Responsibility for communicating the NEET position and progress towards local targets with intelligent analysis and timeliness to all partners with a responsibility in this area – on a quarterly basis
- Responsibility for putting in place checks and balances to ensure compatibility between intervention and provision e.g. that there is sufficient provision of the right sort and in the right place for all NEET young people

7. Local Area Agreement stretch targets

There is a shared responsibility to work to improve NEET to EET in Oxfordshire and a number of plans which can incorporate actions based on shared understanding and support of a single strategy.

Of particular importance in 2006/7 is the need to support the work to deliver the Stretch targets of the Local Area Agreement, Children and Young People Block which are listed below.

Outcomes	Indicators	Stretch Target	Funding streams contributing to outcomes
Improved achievement at GCSE	Increase the % of pupils achieving 5 GCSEs A*-C (including English and Maths)	Increase % of pupils achieving 5 GCSEs A*-C or equivalent (including English and Maths) from 44.6 (2005) to 51.2% by Summer 2008	
Achievement of vulnerable groups	Increase the % of children looked after achieving 1 GCSE A*-G and 5 GCSEs A*-G.	% of children leaving care achieving 1 GCSE A*-G (or equivalent) increased from 50% to 65% by 2009. % of children in care achieving 5 GCSEs A*-G increased from 54% to 70% by 2009.	Vulnerable Children's Grant PSA Reward Funding
	Reduce % half days missed by children looked after.	Reduce % of half days missed by children looked after from 12% to 9% by 2009	
Increase employability of young people	Increase % of young offenders attending 25 hours per week education, employment or training.	Increase % of young offenders attending full time education, employment or training from 66% to 85% for those aged 16 and below, and from 34% to 55% for those aged over 16.	Youth Offending Team (YOT) Budget Positive Activities for Young People Vulnerable Children Grant Connexions Learning and Skills Council 14-19 Strategy

Source: "Working Together for a Better Oxfordshire", Oxfordshire's Local Area Agreement 2006/09. Version February 2006.

8. From strategy to delivery 2006/07

Introduction

This section of the NEET strategy translates our vision and ensures that our actions make a real difference to the lives of those young people within Oxfordshire who are NEET, have been NEET and risk returning to it or who are at risk of becoming NEET for whatever reason.

It is set out in the following way; firstly we have identified a number of strategic actions which are designed to support the comprehensive strategy and to engage with each local 14-19 partnership across Oxfordshire. We have included a template for measuring outcomes across the different stages of NEET and risk groups identified. This template allows anyone to identify quickly the priority areas for Oxfordshire and will be regularly populated with outcome data.

The second part of this section identifies the key strategic priorities which we believe should underpin the Oxfordshire NEET approach. Our strategy envisages locally owned strategies and actions with common focus on identified vulnerable groups and drivers by the same priorities as set out here.

Strategic Actions

These are required at both county and partnership levels. It is the intention that local NEET strategies are developed, owned by and championed by the individual 14-19 partnerships but that there will be a number of county wide actions, for example to mainstream funding, which will need the focus of wider groups led by the PEST group.

	STRATEGIC ACTION	BY WHO	BY WHEN
1	Provision of accurate needs assessment data and analysis to partnerships	PEST OYPD	Quarterly
2	Mapping of existing NEET provision and gap analysis against Needs Analysis	PEST lead	Annually
3	Identification of clear strategic priorities, including identification of vulnerable groups	PEST/ 14-19 Partnerships	Annually
4	Ongoing development of partnership NEET plans within Partnership action plans and clear reporting and monitoring structure in place	14-19 Partnerships	Annually
5	Identification and communication of any relevant county wide strategies	PEST	Annually
6	Clear reporting and monitoring structure in place	PEST/ OFSG	Annually
7	Outcome focussed review of progress made and ongoing needs analysis	PEST lead	Annually

The NEET strategy has identified three broad categories of risk for NEET;

1. Those young people who are at risk of becoming NEET, both pre and post 16, who can be described as in need of preventative work and including those who are currently in jobs without training
2. Those young people who are currently in NEET
3. Those young people who have been NEET and are at risk of returning to NEET

Within each of these there are also distinct sub-groups which are identified in the analysis.

The Children and Young People's Plan for Oxfordshire identifies a number of particular at risk groups who are more vulnerable to becoming NEET. These groups include; young people with learning difficulties or disabilities, young people from certain BME groups, teenage parents, young people not regularly attending school pre 16, those at risk of dropping out at 17, care leavers and refugees and asylum seekers, those linked to the criminal justice system, those disadvantaged through rurality or housing. A number of these groups already have dedicated resources and plans and this strategy seeks to bring these together and facilitate increased partnership working.

Using these two sets of criteria an outcomes matrix has been developed as a template for monitoring activity against priorities and for measuring outcomes. The task of populating this matrix will be a gradual one as not all data is currently available, particularly for those at risk of becoming or returning to NEET. The majority of NEET young people will also fall into a number of these groups and the matrix will need to reflect this.

	LDD	BME	Teen Parent	Not at school	16/17 drop out	Care Leaver	Refugee/ Asylum Seeker	Yot	Rural	Housing
At risk of NEET	#	#	#	#	#	#	#	#	#	#
In NEET	#	#	#	NA	#	#	#	#	#	#
Risk of returning to NEET	#	#	#	NA	#	#	#	#	#	#

Strategic Priorities

Underpinning this work will be 10 strategic priorities: These priorities will act as signposts for the individual NEET plans developed by partnerships and underpin the work PEST will do to support it.

1. Engaging young people with the NEET strategy
2. Regular Data analysis and provision
 - a. To 14-19 partnerships
 - b. Recommendations for filling gaps
 - c. Identification of barriers
3. Outcome identification and monitoring (outcome matrix)
4. Integrated support arrangements (eg IAG)
5. Mainstreaming funding, for example recommendations to funders
6. Co-ordinated partnership working to ensure maximum benefit is gained and effective dissemination of good practice
7. Commissioning
 - a. Monitoring impact of short term funding initiatives by agreed and objective criteria
 - b. Advising those who commission provision eg Children's Commissioning Board
 - c. Identification of specific targeted support opportunities which work and the suggestion of new solutions
8. Communication, including to wider partners
9. Understanding and sharing strategic drivers around youth employment
10. Identifying new opportunities for young people in jobs without training

Reporting and Monitoring

This plan is designed to act as a framework on which local Partnerships can develop strategies that meet the needs of their locality. The idea is that there will be a common understand of the issues and performance but with locally devised and owned solutions.

NEET reporting will be in a pyramid structure:

1. Partnerships- the matrix will form the base of the pyramid with detailed information about NEET and at risk of NEET by category for the partnership area
2. This will feed into PEST who will receive the Oxfordshire wide NEET performance by sub-group using the matrix and with detailed reporting by exception
3. OFSG will finally receive the overall NEET position, with detailed reporting by exception only

Partnership NEET plans will need to be collated and monitored to ensure that significant change is achieved. This would be part of the Partnership action plans and monitored and reviewed through the project group / 14-19 co-ordinator.

9. Appendix 1: Provision for NEET in Oxfordshire

(Table yet to completed)

Name of provision	Young People targeted (location, age and criteria)	Number of young people provided for	Qualifications	Annual cost	Funding sources	Contact for further information
The Work Place	Year 11 students from Didcot Girls' School, St Birinus Boys' School, Wallingford and Wantage	2005/06: 12 students 2006/07: 24 students	NVQs, English and Maths, IT and business and citizenship	2005/06: £96,000	OCC, MKOB LSC, OLP, Oxfordshire 14-19 Strategy	Paula Taylor-Moore, Headteacher: 01235 812092
Peers Forest Project	Years 10, 11 and 12 from Peers Technology College, Cheney School, Mabel Pritchard School	2005/06 30+ students	Countryside and Environment course	2005/06: £30,350	OCC, Oxfordshire 14-19 Strategy	Paul Reast: 01865 783237 Office.4074@peers.oxon.sch.uk
Flex	16-18 year olds not ready to participate in E to E or other formal learning	2005/6 106 students	AQA First Aid	2005/6 £160,000	LIF/LSC, Connexions, Oxfordshire 14-19 Strategy	Nathan Crawley Lyons 01296 394668
ABC2	16-18 young mothers	2005/6 70 students		2005/6 £117,920	ESF	Nathan Crawley Lyons 01296 394668
Step Inside	Year 9 school	2005/6 10 groups			Careers Management	Julia Valentine
Cooper School project				£45,000		Sue Clarke OCVC
Entry to Employment (E2E)	16-18 who can progress to mainstream learning and achieve NVQ				LSC	
Multi Arts Project (MAP)						