

E Our Future – Education and Skills

What we want for Bristol

We have an ambitious vision for Bristol as a Learning City where:

- All individuals and communities are proud to learn throughout their lives
- Every organisation has a committed, skilled and diverse workforce
- The city's success is shared by all.

To make this real we'll need:

- Greater awareness about the value of learning
- Increased participation in learning for all ages
- Improved achievement and life chances for everyone.

The challenges we face

This is an area where Bristol's inequality gap presents some important challenges:

- In some parts of the city more than 50% of residents do not have the minimum qualifications required by employers, resulting in a lack of skill to meet business need
- Only 56% of children in some areas have the chance of attending a good school compared with 99% in others
- The percentage of young people not in education, employment or training varies from 2% to 13.5%
- In a city with a rapidly growing population we need to build more schools. A major primary school programme is complete but we will need more secondary places
- The funding for education and skills services is reducing for the council and school budgets are challenged. In addition, the funding from government for children with special education needs is insufficient to meet the demands of a growing population in the city.

We will pay for this by: There are implications for our revenue and capital budgets.

Revenue

Our budget for 2016/17 was:	£201.2m
Our income for 2016/17 was around:	£193.3m
So our net cost was around:	£7.9m

In this draft plan we cite 2016/17 budgets to help provide context. The final 2017/18 Business Plan will include 2017/18 budgets once they are approved.
To make sure we can deliver our priorities in a world with less money available and a growing population and demand for services, we will:

- Manage the removal of the Education Services Grant to focus services in Education & Skills on the things we legally must provide
- Review our business model for Trading with Schools to secure a sustainable income which contributes to funding core education services for Bristol schools
- Maximise the use of Skills Funding Agency funding for adult learning, employment support and apprenticeship delivery
- Work with the region's proposed Mayoral Combined Authority to take more local control over new funding for adult education and skills training

Our objectives for the next five years are:

Improving outcomes

- Use our leadership and influence with key partners to improve educational outcomes for children, young people and adults, championing the cause of those who don't currently enjoy such good outcomes. This includes disadvantaged learners, ethnic minority groups, children in care and those with Special Educational Needs or Disabilities.
- Through our Learning City Partnership, work together on new ways to collectively lead on Education & Skills.
- Improve policies and practice across the sector for Inclusion, Equalities and Safeguarding, making Bristol fully compliant with the Children's & Families Act for students with Special Educational Needs and Disabilities.

Generating a sustainable and resilient skills base

- Deliver good quality work experience and apprenticeships for every young person (Key Pledge 2) (Mayor's 7 Commitments).
- Generate decent jobs, skills and apprenticeships, ensuring opportunities for enterprises to thrive in all parts of the city (Our Economy 1B). Promote targeted skills training and create a Bristol Apprenticeship kite mark which guarantees quality apprenticeships that can be trusted (Our Economy 5A)
- Create a sustainable model for 'trading with schools'. This will sustain high quality services and support education in partnership with our schools.
- Focus council funded services for education and skills on core statutory duties to provide a strong local authority role aligned to new national expectations.

Securing our education infrastructure

- Make sure we have enough high-quality places to provide education and skills training by putting in place our Integrated Education & Capital Strategy. Provide a real choice for 16 year olds when it comes to their education, training and employment opportunities (Our Future 6).
- Work with schools to maximise the funding available to support the most disadvantaged families and to increase access to breakfast or out of school clubs (i.e. the Pupil Premium) (Our Future 3A).
- Secure a sustainable business model for Trading with Schools.

1: Improved outcomes

What we are doing to achieve this over the next five years	What we are doing to achieve this over the next year	How we will know we are succeeding (where referenced, KPIs = Key Performance Indicators)
Improve education outcomes for all young people, through collective evaluation and setting priorities for action from Early Years to Higher Education	City-wide priorities identified Universities and Teaching Schools align offer to city priorities Coherent approach to School to School support Further develop inclusion, equalities and safeguarding policy and practice in schools	Narrowing of education gaps in attainment, progress and attendance Reduce permanent exclusions
Create a shared responsibility for school outcomes across the city through the Excellence in Schools Group	Create Bristol Offer for key education priorities Consider model for Learning City/schools company and secure future model for Trading with Schools Deliver Education Leaders conferences	Number of good/outstanding schools Improved Key Stage outcomes Funding secured from NCTL for Bristol priorities
Engage partners in developing effective city wide inclusive practice through the Special Educational Needs and Disability (SEND) partnership and Learning City Partnership Board.	Inclusion Reference group established Inclusion Audit piloted and implemented Alternative Learning strategy implemented	High Needs block in budget Permanent Exclusions reduced Successful SEND inspection outcome
Implement Race Equality Toolkit in Bristol through Race Equality in Education Steering group	Pilot Race Equality Toolkit	Improved outcomes for Black and Minority Ethnic (BME) learners
Develop Recruitment & Retention action plan	Build a committed and diverse workforce to provide the best education offer	Increase in BME teaching and leadership workforce

2: Sustainable and resilient skills base

What we are doing to achieve this over the next five years	What we are doing to achieve this over the next year	How we will know we are succeeding (where referenced, KPIs = Key Performance Indicators)
Develop, implement and evaluate the Bristol WORKS Hub	Infrastructure built, trialled and ready to function as a sustainable entity Businesses, education providers and public sector collaborating to provide clear skills development and employment pathways for young people and adults across Bristol Business partners committed to the Hub and Portfolio, enhancing local growth and embedding the model within their Corporate Social Responsibility and HR policies, to improve the diversity of the workforce and improve employee skill levels	Web based interactive portal and associated digital applications and social media designed, built, fully tested and maintained At least 50 apprenticeships recruited in priority sectors 1,000 business pledges to provide experience of work, mentoring and in work training opportunities 40 businesses recognised through a new Bristol WORKS Charter and Award
Develop and implement the Bristol WORKS Portfolio	The education sector enhancing participation and progression to further learning and employment through sharing of delivery tools and best practice Young people actively involved in designing, delivering and evaluating the Bristol Hub and Portfolio	At least 15 schools engaged with 750 young people involved and inspired through visits, open days and competitions – including 10 school visits to the Bristol Temple Quarter Enterprise Zone A coherent and effective framework developed for Work Experience Improving Participation Rates and fewer young people not in education, employment or training
Implement the Bristol Learning City Partnership Employment and Skills Strategy	Improved co-ordination of employment and skills resources and services Bristol City Council contribution is : <ul style="list-style-type: none"> • embedding employment and skills targets into contracts • designing positive action pathways into jobs • co-creating work zones in priority neighbourhoods 	Reduced rate of worklessness in Bristol’s worst performing wards Increase in experiences of work and apprenticeships through BCC contracts Increase of representation from priority groups in BCC jobs
Implement Bristol Scholars scheme	Widen participation from targeted groups and communities in Higher Education (HE)	Higher Education (HE) Participation by ward and ethnicity

3: Secure education infrastructure

What we are doing to achieve this over the next five years	What we are doing to achieve this over the next year	How we will know we are succeeding (where referenced, KPIs = Key Performance Indicators)
<p>Ensure the sufficiency of and access to education provision:</p> <ul style="list-style-type: none"> • Deliver additional school places • Monitor alternative learning provision • Provide support and challenge in the review of the statutory admissions process 	<p>Develop schemes to expand existing schools Work in partnership with successful free school providers Embed Inclusion Panel approach across Primary & Secondary sectors Scrutiny Inquiry Day on admissions</p>	<p>Sufficient places delivered Increase in first preferences at secondary Increased access to number of good schools Reductions in exclusion</p>
<p>Develop a campaign to promote the uptake of Pupil Premium and breakfast clubs/out of schools clubs to disadvantaged families</p>	<p>Update BCC website Provide materials for Bristol schools Promote through wider channels e.g. Job Centres etc</p>	<p>Improved education & health outcomes for Pupil Premium pupils Increase Pupil Premium income for schools</p>
<p>Secure a sustainable model for services for schools</p>	<p>Work with key education stakeholders and Council officers to develop a sustainable model for Trading with Schools and other services for schools</p>	<p>Net income from services for schools is invested in education services Core education services for schools are sustained</p>

Further reading:

Our plan is based on the following evidence base:

- ▶ Learning City Strategic Plan
- ▶ Integrated Education & Capital Strategy
- ▶ Ways2Work Strategy
- ▶ Emotional Health and Wellbeing Transformation Plan for Children and Young People
- ▶ Bristol Fairness Commission Final Report
- ▶ Bristol Learning and Skills Commission Final Report
- ▶ Bristol's Strategy for Children, Young People and Families 2016-2020
- ▶ Work is now underway on an Adult Social Care Strategic Plan for 2016 onwards
- ▶ Joint Strategic Needs Assessment (JSNA)