










# Council Priority: Supporting Medway's people to realise their potential

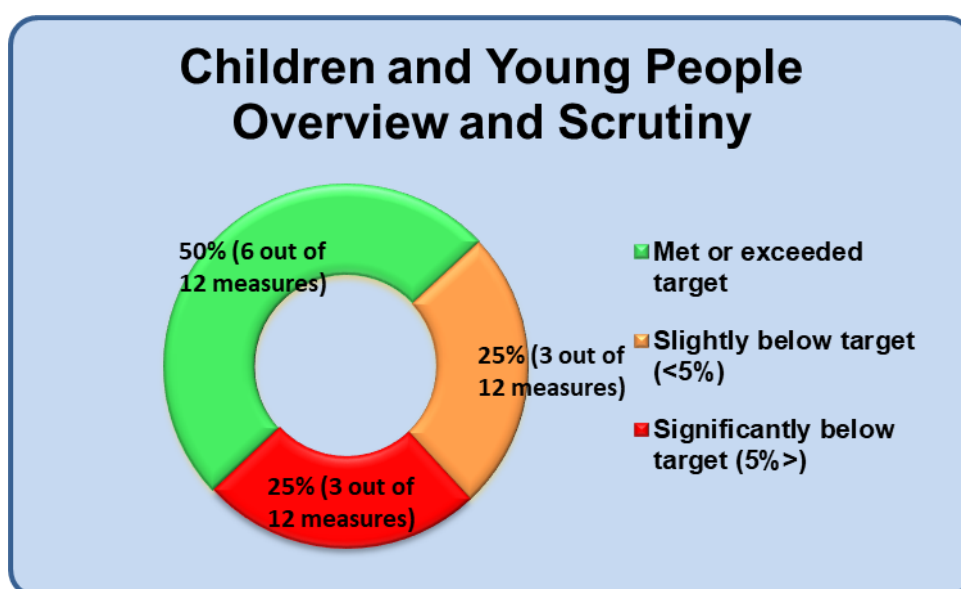
## Performance: Quarter 1 2019/20

### Key

 Significantly below target (>5%)	 Slightly below target (<5%)	 met or exceeded target	
 improved	 worsened	 static	
 data only, no target	N/A – data not available	Short trend – since last quarter	Long trend – average over last 4 quarters
<b>Benchmarking</b> – compares favourably with national performance or standards	 Yes compares favourably	 No does not compare favourably	= similar performance

### Council Plan Measures: Summary Performance

There are 17 Council Plan measures for this priority. We are reporting on 12 as data for 5 measures is not available this quarter.





















### Improved performance

- 50% (6 out of 12) improved long term (average of previous 4 quarters).
- 25% (3 out of 12) improved short term (since last quarter).










### Highlights

- 82% of children and young people achieved a lifestyle improvement as a result of completing a young people weight management service.
- 63% of Medway year 6 pupils achieved or exceeded the required standard for the 2018-19 academic year.










## Measures in target (green)

Code	Status	Name	Long trend	Short trend
A1		The average number of days (over the last 36 months) between a child entering care and moving in with adoptive family		
CSC0004		Number of LAC per 10,000 children		
CSC0006		Number of CP per 10,000 children		
CA13		The percentage of children permanently excluded from school (upheld only)		
CASEIKS4 Ofsted		The percentage of secondary sector schools in Medway judged to be good or better		
CASEISPEC Ofsted		The percentage of special schools in Medway judged to be good or better		

## Measures slightly below target (amber)

Code	status	Name	Long trend	Short trend
PH16		Smoking at time of delivery		
SE KS2		The percentage of children who achieve the required standard or above in Reading, Writing and Mathematics at KS2		
SE2 OEPr		The percentage of primary sector schools in Medway judged to be good or better		

## Measures significantly below target (red)

Code	Status	name	Long trend	Short trend
N23		The percentage of children social care substantive posts not filled by permanent social workers		
CASEIEYFS Gap		Percentage achievement gap at Early Years Foundation Stage Profile between the lowest attaining 20 % of children and the mean		
EDU3(b)		The percentage of children who were persistently absent from school		

## Measures not available this quarter

Code	Status	name	Long trend	Short trend
NI 101 (E&M)	N/A	The percentage of looked after children who achieve the required standard in GCSE English and maths	N/A	N/A
PH14	N/A	Excess weight in 4-5 year olds	N/A	N/A
PH15	N/A	Excess weight in 10-11 year olds	N/A	N/A
SEKS4P8	N/A	Average Progress 8 Score	N/A	N/A
SEKS4A8	N/A	Average attainment 8 score	N/A	N/A

## Strategic Risks

The Quarter 1 review of the Strategic Risk Register is attached at Appendix 2. The register shows all strategic risks together with mitigation in place to minimise impact and likelihood. The risks pertaining solely to this council priority are shown below (full details in Appendix 2).

Reference	Risk Register Page (app 6)	Risk	Owner	Current residual risk score	Definition (current score) (L-likelihood) (I-impact)
SRO9B	8	Keeping vulnerable young people safe and on track	Director of C&A	BII	L - high I - critical
SR26	23	Children's services	Director of C&A	BII	L - high I - critical
SR27	27	Government changes to Local Authority's responsibility for schools	Director of C&A	CIII	L – significant I - marginal

The following risks pertain to all priorities:

Reference	Risk Register Page (app 6)	Risk	Owner	Current residual risk score	Definition (current score) (L-likelihood) (I-impact)
SR02	3	Business continuity and emergency planning	Director of RCET	DII	L - low I - critical
SRO3B	5	Finances	Chief Finance Officer	AI	L – very high I - catastrophic
SR21	16	Procurement savings – capacity and delivery	Chief Legal Officer	CII	L – significant I - critical

Reference	Risk Register Page (app 6)	Risk	Owner	Current residual risk score	Definition (current score) (L-likelihood) (I-impact)
SR32	29	Data and information	Chief Legal Officer	CII	L – significant I - critical
SR33	31	Impact of welfare reform	Chief Finance Officer	DII	L – low I - critical
SR34	35	Successful delivery of the corporate transformation programme	AD Transformation	CII	L – significant I - critical
SR36	45	Alternative service delivery models	AD Transformation, Chief Legal Officer, Director of RCET	BIII	L - high I - Marginal
SR37	48	Cyber Security	AD Transformation	CI	L – Significant I - Catastrophic

## Council Plan Outcome: Healthy and active communities

Programme: Improving everyone's health and reducing inequalities

### Council Plan Measures: Performance

PH14		Excess weight in 4-5 year olds					Aim to Minimise	
Annual								
	Value		Value	Target	Status	Long Trend	Short Trend	
2017/18	23.4%	2018/19	N/A	21.5%	N/A	N/A	N/A	
The data for 2018/19 will be published towards the end of 2019.								

PH15		Excess weight in 10-11 year olds					Aim to Minimise	
Annual								
	Value		Value	Target	Status	Long Trend	Short Trend	
2017/18	34%	2018/19	N/A	34%	N/A	N/A	N/A	
The data for 2018/19 will be published towards the end of 2019.								

## Supporting Healthy Weight

Tackling childhood and adult obesity at a local and national level requires a whole system long-term approach. Medway Council continue to deliver their own wide range of interventions and coordinate the Medway Supporting Healthy Weight Network. Public Health England has commissioned Leeds Beckett University to produce a guide to delivering a whole system approach. Medway Council Public Health team will use this guide to help inform any future developments to local services.




Planning is underway to bring the Medway network back together. The network will consider how all engaged public, private, voluntary and academic sector partners can work together make further progress with this work. The network will build on existing assets, identify gaps in services and evaluate the effectiveness of existing interventions.

## Council Plan Outcome: Resilient families

Programme: Together We Can - Children's Services

### Council Plan Measures: Performance




NI 101(E&M)		The percentage of looked after children who achieve the required standard in GCSE English and maths						Aim to Maximise			
Quarterly							Annual				
	Value		Value	Target	Status	Long Trend	Short Trend		Value	Target	Status
Q4 2018/19	N/A	Q1 2019/20	N/A	N/A	N/A	N/A	N/A	2018/19	N/A	N/A	N/A
<p><b>Comments</b></p> <p>Due to the small size of the cohort the 2017-18 result was redacted. The latest national result is 7.8%</p>											

A1		The average number of days (over the last 36 months) between a child entering care and moving in with adoptive family						Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend		
Q4 2018/19	537	Q1 2019/20	549	558					
<p><b>Comments</b></p> <p>The three year average has risen slightly over the last quarter but is still within target. It should be noted that there are occasions, such as when a long term private fostering</p>									

arrangement becomes an adoption, where the positive outcome for a child and family is detrimental to this measure.

### Benchmarking

Publication of the 2017-18 National statistics shows that Medway is behind the 520 day national level and the 498 statistical neighbour outturn.

CSC0004		Number of LAC per 10,000 children					Aim to Minimise
	Value		Value	Target	Status	Long Trend	Short Trend
Q4 2018/19	67.0	Q1 2019/20	63.7	67.0			

### Comments

At the end of June there were 406 looked after children. This equates to 63.7 per 10,000 population, below the 67 per 10k target. This represents a drop of 19 since March 2019. Although there are 12 more children in care than in June 2018 the short trend, over the last three months, has been downward. A rolling 12 month average shows a broadly static total. The average for 2018-19 was 416 per month and the current (July 2018-June 2019) average at 418 per month.




### Benchmarking

Nationally there are 64 Looked After Children per 10,000 population, higher than Medway's outturn. Medway also has a lower rate than our statistical neighbours, at 73 per 10k. However, the rate in the South East is lower than in Medway, at 51.4 per 10,000 population.

### Actions

The Independent Reviewing Officers (IRO) are increasing the IRO footprint and are providing greater scrutiny, support and challenge to ensure plans for children and young people are effective and avoid drift. The Service Manager ensures that there is enough scrutiny of the quality of the IRO footprint and ensures there is progress of Care Plans and Pathway Plans. IROs are now commenting on the quality of direct work with children and young people as part of their mid-way review. This report is to be developed into a Frameworki Episode. The quality of mid-way reviews will form part of the QA activities of the Service Manager.

Our Care Leavers receive a range of good support and live in suitable accommodation as they move out of care. Supporting Care Leavers engagement in education, training and employment will continue to be a priority area of focus in the coming academic year. During the next period there is a plan to develop the specification to extend the successful Youth Service scheme of Fostering Mentors to Care Leavers. Further work is needed over the coming period around capacity and agreed areas for delivery.

CSC0006		Number of CP per 10,000 children					Aim to Minimise
	Value		Value	Target	Status	Long Trend	Short Trend
Q4 2018/19	56	Q1 2019/20	63.6	65.3			

### Comments

The number of children on a child protection plan has been rising steadily this quarter and now stands at 405, 63.6 per 10,000 population. Since March there has been 50 additional CP plans issued, a rise of 14%

The increase in the rate of referrals reported previously has continued into Q1. The average in Q4 2018-19 was 792 per 10k population per month, in Q1 19-20 it was 829 per 10k population per month. These changes may be the combined result of economic and demographic factors both nationally and locally, changes to practice and policy within our 'Front door' operation and a natural move towards risk aversion following feedback from the peer review, Ofsted inspection and consultant's input. This has translated into a greater number of children being assessed as being in need. This increase in work will inevitably lead to greater pressure on the service, increasing the number of children on child protection plans.

### Benchmarking

Medway is above the latest (2017-18) statistical neighbour rate, of 55 per 10,000 and ahead of the current (2017-18) national rate of 45.




### Actions

Work is being undertaken to ensure that there is increased participation of health partners in strategy meetings and increased availability of police to ensure that timely and full information is provided to facilitate the comprehensive consideration of risks to children. Attention is also being paid to improving the quality of assessments which will ensure that children access the right services at the earliest point possible reducing the likelihood of an escalation in need.

The Service and the Quality Assurance team continue to work together to challenge each decision to implement a child protection plan, ensuring that it is the correct support mechanism for the children involved. The length of CP plans is also subject to challenge and scrutiny by both the QA service and Children's safeguarding management and monthly Performance and Quality Assurance.

The number of children with a Child Protection Plan reviewed in timescale remains very high at 98 per cent at 30/06/19. There is progress in reducing the proportion of plans open longer than 18 months, which is now 6%, having been 14% in June 2018.

The Service Manager continues to scrutinise the quality and progress of all plans. The CP planning surgery function reviews all CP Plans that have been open for 15 months or more. This is a formal meeting between CP Conferencing Manager and Area Manager where the need for continuation of the CP plan is rigorously scrutinised to ensure that the right level of planning is implemented.

N23		The percentage of children social care substantive posts not filled by permanent social workers				Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend
Q4 2018/19	28%	Q1 2019/20	29%	25%			

**Comments**

As of June 2019, the vacancy rate for all children's social worker roles is 29%. This is a 1 percentage point increase, compared to Q4 and is missing the 25% target by 4 percentage points. It is important to remember that this is a national measure of all social work vacancies and is different from the measure of vacancies in Children's safeguarding, which stands at 27% as at the end of June.

**Benchmarking**

Nationally the vacancy rate is 17% and for our statistical neighbours it is 23%.

**Actions**

There is ongoing multiplatform recruitment activity. Although the market continues to be very tough there has been success in recruitment.

## MASH (Multi Agency Safeguarding Hub)

The Business and Intelligence team provide a weekly performance summary to the MASH. Data below is for the week ending 28/6/19. The timeliness of decision making in first response continues to be robust:

### Decisions in the last week within 1 working day: 99%

	Decisions in 1 working day
SPA	98%
RED	100%
AMBER	100%
GREEN	97%
MASH	100%
<b>First Response</b>	<b>99%</b>

Reports allowing managers to monitor the timeliness of responses by partner agencies are now available and are being used to improve performance.

Processes with education partners are under to review in order to improve response times. Siblings attending multiple schools can add additional time to response times.






Agency	Requests for Info	Response in timescale
0-25 Disability	4	75%
Adults Social Care	7	71%
Early Help	73	93%
Education	103	73%
Health		
Housing	24	92%
Turning Point		
Police	145	51%
Probation CRC	83	83%
Probation NPS	87	91%
YOS	7	100%

\*(Agencies in grey still waiting to go live on Framework)




Programme: The best start in life

### Council Plan Measures: Performance

CASEIEYFS Gap		Percentage achievement gap at Early Years Foundation Stage Profile between the lowest attaining 20 % of children and the mean					Aim to Minimise
	Value		Value	Target	Status	Long Trend	Short Trend
2017/18	28.2%						
		2018/19	31.8%	29.5%			

#### Comments

The percentage gap between the lowest attaining 20% of children and the mean has risen to 31.8%. This reverses the positive downward trend seen in this measure over the last four years. Medway is now level with the national outturn (31.8%) and worse than the South East outturn of 28.1% Nationally there has been a very slight worsening of results, with the percentage gap widening from 31.7% to 31.8% in the last year. However, in the South East there has been a 10% widening of the gap, from 25.6% to 28.1% in the last year, compared to a 13% widening of the gap in Medway.

PH16		Smoking at time of delivery						Aim to Minimise			
Quarterly						Annual					
	Value		Value	Target	Status	Long Trend	Short Trend		Value	Target	Status
Q3 2019/20	14.94%	Q4 2018/19	17.95%	17.5%				2018/19	N/A	N/A	N/A

#### Comments

Annual SATOD prevalence for 2018/19 stands at 15.9%, a reduction of 1.5% from the previous year. Q4 2018/19 saw an increase in prevalence but despite this, the annual rate is at a five year low. Antenatal staff at the hospital continue to refer pregnant smokers to the Stop Smoking Service and work is underway at the hospital to recruit a

specialist stop smoking midwife. The new Blooming Bumps holistic support group for pregnant smokers continues to receive excellent feedback from service users.

## Healthy Child Programme

Health visiting performance continues to improve since commissioning responsibility moved to the Local Authority. The service is engaging and supporting more families across Medway as a result. Three of the five mandated checks are in line with the national average. Carbon monoxide breath testing of all mothers at the 6-8 week check is now standard practice and the rate of smoking referrals has quadrupled from 17/18.



The Child Development Team measured the height and weight for 96% of children in the first and last years of primary school in 2018/19, an improvement on the previous academic year. The new integrated screening programme (height, weight, hearing and vision) for Year R pupils is now complete. Emotional and Mental Health workers are now offering classroom observations and an online programme known as 'Alumina sessions', facilitated by counsellors. This is in addition to the low mood and wellbeing support they already offer students.

The Child Health Team continues its strong engagement with schools. 80% of primary schools and 100% of secondary schools are now working with Public Health on the Personal Social Health and Economic (PSHE) health agenda. All schools now have access to teaching materials for healthy menstrual health and free sanitary products if required.

## Council Plan Outcome: All children achieving their potential in schools

Programme: Raising aspiration and ambition

### Council Plan Measures: Performance

CA13		The percentage of children permanently excluded from school (upheld only)					Aim to Minimise
	Value		Value	Target	Status	Long Trend	Short Trend
Q4 2018/19	0.01%	Q1 2019/20	0.01%	0.02%			-

#### Comments

For Q1 there have been 4 upheld permanent exclusions. This is better than the target for the quarter. In total, this quarter there were 16 exclusion processes started. 3 have been retracted and 9 are awaiting an outcome. This means there are a maximum of 13 possible upheld exclusions, which would be outside the target. In quarter 1 18-19 there were 9 upheld exclusions.




So far, this academic year, 30 pupils have had permanent exclusions upheld with 15 awaiting outcomes. This means there could be a total of 45. In the previous academic year there were a total of 58 upheld exclusions. This means performance is likely to be in line or better than in 2017-18 for this measure.

Of the 30 upheld exclusions 27 have been in the secondary phase with 1 secondary academy being responsible for 33% of these. Two thirds of excluded pupils are White British and 90% are boys. Persistent disruptive behaviour was the reason for 40% of exclusions and 40% were for assault against either a pupil (23%) or an adult (17%).

So far, this academic year 27 exclusions have been overturned or retracted. 8 of these were resolved via a managed transfer with the support of educational leaders across the system. As always there are some cases that are subject to appeals, so figures may change. Please note, the annual target of 0.06% is apportioned across each quarter.

### Benchmarking

Nationally the rate of permanent exclusions is 0.1% (2017-18).

CASEIKS4 Ofsted		The percentage of secondary sector schools in Medway judged to be good or better					Aim to Maximise
	Value		Value	Target	Status	Long Trend	Short Trend
<b>Q4 2018/19</b>	<b>88.2%</b>	<b>Q1 2019/20</b>	<b>94.1</b>	<b>80.3%</b>			

### Comments




Currently 17 of Medway's 18 secondary schools have inspections. Of these 4 are outstanding, 12 are good and 1 requires Improvement. This means that 16 are good or better. Since the last quarter, St John Fisher have been graded good, improving from requires improvement. This is the result of detailed and dedicated work by the school and the Local Authority to bring the proportion of Local Authority maintained secondary schools to graded good or better to 100%.

### Benchmarking

Nationally this figure is 85.5%.




### Actions

The team continues to work closely with the Regional Schools Commissioner to improve education standards in academies.

CASEISPEC Ofsted		The percentage of special schools in Medway judged to be good or better					Aim to Maximise
	Value		Value	Target	Status	Long Trend	Short Trend
Q4 2018/19	100%	Q1 2019/20	100%	80%			

**Comments**

There have been no changes in grading this quarter. All the special schools are now graded good or better. 3 are outstanding and 2 good. This is a very positive outcome.

EDU3(b)		The percentage of children who were persistently absent from school					Aim to Minimise
	Value		Value	Target	Status	Long Trend	Short Trend
Q4 2018/19	11.1%	Q1 2019/20	11.1%	11.4%			

**Comments**




There is no new data for Q1. Take up of the voluntary submission was below 60% making the aggregate information of insufficient robustness to report.

The full year 2017-18 absence statistics have now been published by the Department for Education. These relate to activity between September 2017 and July 2018.

Medway has made good progress over the last 3 years. Compared to all Local Authorities Medway has risen from 100th to 75th as a result of this strong performance, the 2018 national level was 11.2%, narrowly worse than Medway.

**Actions**

An improving picture to date with, moving forward, an increase focus on Primary Schools and working more closely with both maintained and academies to develop stronger links to improve persistent absence. There are particular issues and demands on Special Schools as a consequence of the health needs of the pupils they educate and the fact that data is not split between absences due to a health need. Absence at special schools is a direct consequence of the needs of the pupil and not as a consequence of them not engaging with education.

SE KS2		The percentage of children who the required standard or above in Reading, Writing and Mathematics at KS2					Aim to Maximise
	Value		Value	Target	Status	Long Trend	Short Trend
2018/19	63%	2019/20	63%	64%			




### Comments

Interim results for the aggregated KS2 reading Writing and Maths measure have been published. These are highly provisional. 63% of Medway year 6 pupils achieved or exceeded the required standard for the 2018-19 academic year. This is the same as last year's finalised result and 3% behind National. The National result also remained static, compared to 2017-18, at 65%.

In the disaggregated measures 71% of Medway pupils reached or exceeded the required standard in reading. This was 2.7% behind last year and 2.7% behind national. National attainment for reading reduced by 4% This means Medway is narrowing the gap.

In writing, 78% of Medway pupils achieved or exceeded the required standard. This was the same as the national attainment level and the same as last year. National attainment dropped, by 1.3% year on year. As such Medway is narrowing the gap.

For mathematics, 77% of Medway pupils achieved or exceeded the required standard. This was 2.5% behind national but 5.5% better than last year. National attainment rose by 4%. Again, Medway is narrowing the gap.

SE2 OEPr		The percentage of primary sector schools in Medway judged to be good or better					Aim to Maximise
	Value		Value	Target	Status	Long Trend	Short Trend
Q4 2018/19	85.1%	Q1 2019/20	86.7%	90.0%			

### Comments

The number of inspected schools is 75. Currently 86.7%, 65 schools, of these are graded good or better. 8 (no change from last quarter) are outstanding, 57 (+2) are good, 8 (-1) require improvement and 2 (no change) are inadequate. One school, Delce, has dropped to inadequate form requires improvement. Wayfield have moved from being inadequate to good. Cedar have also been inspected, for the first time as a sponsor led academy and received a grading of good.

Currently 82.6%, 38 of 46 academies, are graded good or better, compared to 93.1 % of Local Authority maintained primary schools (27 out of 29). Both inadequate schools are academies.

### Benchmarking

Nationally 87.4 % of Primary schools are rated good or better.

**Actions**

The School Improvement team continues to be engaged with maintained Primary schools to raise standards through a detailed programme of support and challenge to all levels of leadership within our schools. The team regularly liaise with the Regional Schools Commissioner (RSC) office to review performance of academies and offer support where appropriate.

<b>SEKS4A8</b>		<b>Average attainment 8 score</b>					<b>Aim to Maximise</b>
	<b>Value</b>		<b>Value</b>	<b>Target</b>	<b>Status</b>	<b>Long Trend</b>	<b>Short Trend</b>
<b>2017/18 academic yr</b>	<b>45.8%</b>	<b>2018/19 academic yr</b>	<b>N/A</b>	<b>46.1</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**Comments**

Results for the 2018-19 academic year will be available in late August 2019.

<b>SEKS4P8</b>		<b>Average Progress 8 Score</b>					<b>Aim to Maximise</b>
<b>Annual</b>							
	<b>Value</b>		<b>Value</b>	<b>Target</b>	<b>Status</b>	<b>Long Trend</b>	<b>Short Trend</b>
<b>2017/18 academic yr</b>	<b>0.02</b>	<b>2018/19 academic yr</b>	<b>N/A</b>	<b>0.03</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**Comments**




Results for the 2018-19 academic year will be available in late August 2019.

## Council Priority: Maximising regeneration and economic growth

### Council Plan Outcome: Resident with jobs and skills

Programme: Jobs, Skill and Employability

#### Council Plan Measures: Performance

NI 117(16-17)		The percentage of 16-17 year olds who are not in education, employment or training (NEET)					Aim to Minimise	
	Value		Value	Target	Status	Long Trend	Short Trend	
<b>Q4 2018/19</b>	2.8%	<b>Q1 2019/20</b>	2.6%	5.2%				

#### Comments

Data is published to May 2019. At this point 2.6% of 16 and 17 year olds are NEET. This equates to 162 young people. Due to the cyclical nature of this measure comparisons are made to the position 12 months ago rather than from quarter to quarter. At the end of May 2018 were 241 young people classed as NEET, which equated to 3.6 % of the cohort. This means that, like for like against last year there has been a 28% reduction on the percentage of 16 and 17 year olds classed as NEET. This is an excellent result and an improvement on last quarters rate of improvement.

The rate of young people whose activity is not known is 3.4%. This equates to 213 young people. This is the lowest rate and number since the Service returned to being in house in 2017. In May 2018 the rate was 21.3%. Reducing the rate of unknowns, by 84%, has contributed to the improvement in the NEET results and more importantly improves the outcomes and chances for young people.

These results have been achieved through coordinated work between the Information, Advice and Guidance (IAG) team, the Social Care Systems team and C&A Business Intelligence. Data Quality is much higher allowing much more effective interventions, tracking and support to be given by the Information, Advice and Governance (IAG) team.

This gives a combined NEET and Unknown rate of 5.9%, 375 young people. This again is the lowest figure Medway has recorded since the service returned to the Council.

Currently 8 Looked After Children are NEET (6 are Medway LAC) and 6 LAC (0 Medway LAC) whose activity is unknown. This is similar to last quarter. There are 7 young people known to the Youth Offending Team (YOT) who are NEET and less than 5 whose activity is unknown. This is a slight rise in the numbers of YOT who are NEET. There has been a reduction, from 11 to 8 NEETs with Special Educational Needs and Disabilities (SEND) and there are now less than 5 young people with SEND whose activity is unknown. This is again a reduction compared to last quarter. There are currently 9 young people open to the Early Help who are NEET and 6 whose activity is unknown.

## Benchmarking

Nationally the rate of NEETs is 2.6% and the South East (SE) rate is 2.4%. Medway is now better than national. Whilst the SE has a better rate it is worth noting that compared to May 2018 the rate in the south east has worsened while in Medway it has improved.

Medway has a higher rate of unknowns than the SE (2.8%) or national (2.5%).

## Actions

The work that has driven an improved performance in reducing the level of young people whose activity is unknown continues. The IAG team are actively engaged with local schools and colleges to share information. The IAG team are working closely with the key vulnerable groups and progress continues to be seen in relation to the SEN group.

## Project - Establish and support Medway Skills Board and all age skills development programme

Providing people with the skills they need to be able to make a positive contribution to all levels of Medway's economic future is critical to delivering economic growth. Medway will need a pool of skilled and employable staff to ensure the long-term growth of high economic value contributors, such as the businesses likely to locate at the Innovation Park Medway. As Medway Council encourages existing businesses to grow and new businesses to move to Medway, it is vital that there is a suitable workforce ready to meet business need.

In order to do this effectively, two Medway Skills Boards have been established. An Officers Skills and Employability Board first met in August 2017 to begin defining emerging skills priorities, which were then discussed at the first Members Skills and Employability Board in November 2017. Since then the Members Board has become the Medway Skills Partnership Board and has been established as a Cabinet Advisory Group. The group has overseen the development of the Skills and Employability Plan for Medway and will oversee the action plan delivery.

Significant progress continues to be made within the Medway Skills Boards and all age Skills Development Programme:

- The Skills & Employability Summit for Medway is booked for 30 October. Alongside the Skills Stakeholder Board, this is being aligned with Economic Development Boards and events in order to ensure a coherent presence to Medway businesses.
- The Employer Engagement Plan is progressing towards a virtual 'Medway Business Skills Network', with project work underway to create a Medway business online presence.
- Work to establish Skills and Employability within the Innovation Park Medway is taking place, with a proposal that all entering businesses must have a skills plan, whilst options for training space is being explored in the flagship six storey building.
- The Medway Enterprise Coordinator, working closely with businesses and education to improve careers for young people is already well embedded. To date 13 of the 18 mainstream secondary schools have signed a memorandum



of understanding to take part in the programme. Meetings are in place with all of the remaining schools.

- The Medway Apprenticeship Placement Scheme is currently being reworked, with broad agreement of the changes given at both Officers and Members Board. This includes the commissioning of a new Medway Apprenticeship Advice Service.
- A Care Leaver into Employment sub-group is progressing well, with a pilot work experience project to take place within the Council from September.
- An exploratory project has been launched within primary schools to establish what existing good careers practice is taking place and to develop an understanding of need is available.

In the meantime partnerships are being maintained and expanded, with European Social Fund calls and contracts etc. being influenced to bring greater provision to Medway.