

Every opportunity to succeed	Update October 2019
<b>Improvement in Key Stage results - boys of Black Caribbean heritage (BBCH)</b>	
Development of Family Hubs	In Oct 2019 Cabinet agreed to the development of Family Hub sites, identified through statutory consultation and a range of engagement meetings with Brent families and stakeholders. Cabinet also agreed to tendering for specific services to support the delivery of Family Hubs. A plan has been established which will develop a new Family Hub model, effective from Sept 2020.
Support parents of BBCH to access support including early years and free childcare	Funding has been secured from MHCLG for a project to identify and support priority families, including families of BBCH. The "Superheroes" project will commence in Autumn 2019, supporting children at Early Years Foundation Stage (nursery). Working with Libraries, CYP have launched a ward-level project within early years settings to promote access to entitlements. Home learning sessions have been provided, targeted for families of BBCH to improve the take-up of entitlements and enhance parents understanding of the importance of early learning.
Schools Forum-funded 'Raising Achievement of BBCH' project delivered by Brent Schools Partnership inc. identification of champion; training for staff/governors; online resources	Whilst participation in the project is not compulsory and schools may have their own work underway to support this priority group, 72 schools have been engaging with the full Raising the Achievement of BBCH project. There are 76 Black Caribbean Achievement Champions working across Brent schools. 58 schools have had a Brent Schools Partnership-led audit of the quality of provision for BBCH. The audits are being used to identify best practice in the borough which can be disseminated to all schools. Training programme for champions has been very well received with over 95% of participants agreeing that all aspects of the programme have supported their work. Impact on outcomes will be measured when the Department for Education's validated 2019 results become available - in Dec for primary schools and Jan 2020 for secondary schools.
Work with Young Brent Foundation to ensure a range of opportunities	YBF are partnering with the council to develop an extended youth offer alongside alternative provision, based out of the Roundwood Youth Centre. This will be operational towards the end of 2020 subject to DfE approval. The council partnered with YBF in a Young Londoners' funding bid which has secured new funding from Mayor's Office to carry out preventative work with vulnerable children and young people at risk of becoming involved in crime, not achieving their educational potential and at risk of poor health outcomes in adulthood. Boys of BC heritage are disproportionately represented in this cohort and the work will be targeted for them. A 'speed dating' event was held with YBF at the Early Help staff development day on 24 Sept where YBF linked Early Help with some of their voluntary agencies supporting young people of BC heritage in education.
Brent Start learning centres to include more targeted learning opportunities, pre-apprenticeship training and new initiatives such as 'Moving On Up'	Moving On Up programme for young black men, secured £230k from Trust for London. Consortium commissioned, delivery beginning in Nov 2019. This includes employment support and mentoring. Brent Works apprenticeship and job opportunities will be made available to this cohort.
Support employment programmes to reduce the proportion of unemployed BC men	Work also underway to commission active research into new recruitment methods to ensure equality in recruitment processes, engaging with London growth sectors such as professional services and creative industries.
Procurement/NCIL to promote opportunities for activities, employment, training	Moving On Up consortium bidding for NCIL, 1st Dec 2019 deadline. Social Value Policy being redrafted. Social Value employment and apprenticeship outcomes being embedded in the housing infill programme.
<b>Improvement in Key Stage results - Looked After Children (LAC) &amp; Care Leavers (CL)</b>	
Train foster-carers as mentors/champions for LAC	A primary school age support group for foster carers, funded by the TAMHS project has been successful in supporting carers with LAC engagement at school. A new foster carer group is being set up for academic year 2019-20, as a key deliverable within the Mental Health and Wellbeing contract. Foster carers are routinely invited onto university trips which take place for LAC every year, with positive feedback and evidence of positive EET outcomes for participating students/carers.

Extended programme of support for LAC in years 6,7,8	An intensive package of academic support is already in place for Year 6 students preparing for end of key stage tests, ie. quality assured tutoring offer and group booster classes in school holidays, alongside a full enrichment programme (co-funded by John Lyons Foundation). VS support for KS3 extends further to follow Year 6 students through transition into secondary education (Year 7). A programme of support for Year 8 students is also in place in terms of the university offer and enrichment programme. Further interventions are planned to boost resilience and mental health. The new contract for mental health and wellbeing has LAC as a priority vulnerable group within its remit. Brent VS works in conjunction with the Institute of Education's PALAC programme (Promoting the achievement of LAC) to ensure evidence-based interventions.
Ensure GCSE re-sits for LAC who have not achieved a level 4 grade in core subjects	All LAC who have not achieved a level 4 grade in core subjects are supported from results day (opportunity for remarks) through to enrolment onto a suitable course that provides re-sits. Additionally, students are offered group booster sessions with quality assured subject specialist teachers, and where appropriate, 1:1 tuition.
Virtual School to strengthen relationships with leadership of all Brent schools	BVS Headteacher is engaging with 1:1 visits with Heads to push LAC attendance and attainment in line with borough plan priorities. The PALAC programme for KS2 and KS4 will be promoted in Heads' bulletin.
Job coach to help care leavers get into employment, training, apprenticeship	2 specialist personal advisors from our provider, Prospects, are co-located within Leaving Care Teams to support young people around their career development, pathways into EET. All young people who are not in EET have a personalised support plan to ensure their participation to positive destination.
Twice a year traineeship prog for CL, with Brent Employment Skills Enterprise	This was arranged but had to be cancelled due to low take-up by young people. Work is ongoing to support young people and encourage them to attend a traineeship programme.
CL supported to become financially independent	Alongside the work undertaken by Personal Advisors, carers/semi-independent provision providers and money management workshops, the council is starting an accredited ASDAN certified life skills programme. This will ensure all care leavers from age 17 are provided with a range of independent life skills modules, including budgeting and money management. This will provide a foundation for stability in the home environment that will create better opportunities for them to succeed academically.
Workshops to inform LAC and CL about participation in civic society, led by the Chief Exec	Planned to take place in Spring 2020.
<b>High level skills achievement &amp; increase in apprenticeships</b>	
Devolution of Adult Education Budget & utilisation of apprenticeship levy to develop skills pathways to enable progression	Brent Start contract now with GLA as part of devolved adult education budget. Delivering 93.2% Achievement Rate, increase of 10% over 4 years. New digital skills curriculum launched in Sept 2018, supporting over 400 residents per annum.
Commission support to young people via Tech Mix	Tech Mix delivered a curriculum and employer involvement through hackathons in 2019 to 80 Brent residents. Awards ceremony for completers of the curriculum taking place on the 31st Oct 2019. New programme agreed by Cabinet 14th Oct as part of the Digital Programme.
Brent Works to partner with further education providers to support residents into apprenticeships	Brent Works has supported 30 residents into apprenticeships in the 2019-20 financial year, across a range of sectors including construction, engineering, finance, IT, and manufacturing. Growth planned for creative industries.
Implement new Local Plan policy to require action on Employment, Apprenticeship and Training Plan for all major developments, in partnership with the council	Policy implemented
<b>Increase in average wage</b>	
Brent Start to support over 2000 residents to develop their skills	Brent Start supported over 2700 residents in the 2018-19 academic year and are set to exceed this number in 2019-20. Achievement rate is now over 93%, higher than national and comparator averages.

Seek official status as 'outstanding' provider of adult education	Self-assessment of Brent Start is due for completion in Nov 2019, which will include areas of Outstanding provision. This is being evaluated based on the newly introduced Ofsted framework, which is still untested nationally in adult education.
Brent Works generating opportunities e.g. via section 106 agreements; social value contract agreements	Brent Works provide heads of terms and guidance to planning officers for all major developments and are now working with a number of council contractors (primarily via property led housing developments) to deliver social value outcomes.
Aim for at least 2.3% of workforce to be apprentices	We hit the 2.3% target for 17/18 & were one of few in London to do so. For 18/19 the headcount had to include schools, meaning we didn't hit target at 1.08%. Schools are struggling to use the apprenticeship levy due to stretched budgets and costs involved. We offer a full range of apprenticeships from level 2 to level 7.
Living Room employment team to provide support	Living Room is delivering strong results for local residents, operating from the Community Hubs (Harlesden, South Kilburn, and The Living Room itself in St Raphaels). The team has delivered 136 employment outcomes to date in 2019-20.
Annual jobs event at Wembley Stadium	The Wembley Jobs and Apprenticeship Show took place in Apr 2019 attracting over 3,000 visitors. The next event will take place in Mar 2020, with an aim to attract even more.
West London Work and Health programme made accessible via community hubs	The Work and Health Programme delivered by the Shaw Trust is being delivered across Brent, with more referrals received from Brent than any other West London borough to date.
Work & Health Outcome Based Review to identify scale of demand and make recommendations for future activity	The Mental Health and Employment OBR has recommended prototypes that are now being taken forward, including; a Employer Roundtable on 26th Nov 2019; training for Link Workers in GP surgeries to refer people to employment programmes; and ongoing governance to bring employment and health together.