

Thurrock: A place of opportunity, enterprise and excellence, where
individuals, communities and businesses flourish

Supporting Pathways into Work for Young People Review Panel

The meeting will be held at **7.00 pm** on **24 February 2015**

Committee Room 2, Civic Offices, New Road, Grays, Essex, RM17 6SL

Membership:

Councillors James Halden, Steve Liddiard, Graham Snell and Simon Wootton

Substitutes:

Councillors

Agenda

Open to Public and Press

	Page
1 Election of Chair	
2 Apologies for Absence	
3 To receive additional items that the Chair is of the opinion should be considered as a matter of urgency, in accordance with Section 100B (4) (b) of the Local Government Act 1972	
4 Declaration of Interests	
5 Terms of Reference	5 - 8
The draft terms of reference are attached for the Panel's agreement.	
6 Consideration of Information Pack	
The Panel are asked to consider and discuss any issues arising from the information pack, provided separately to the agenda.	

7 Witness Day

The Panel should agree a date to hold the witness day and identify those groups it wishes to attend.

Queries regarding this Agenda or notification of apologies:

Please contact Kenna-Victoria Martin by sending an email to Direct.Democracy@thurrock.gov.uk

Agenda published on: **16 February 2015**

Information for members of the public and councillors

Access to Information and Meetings

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The council welcomes the filming, photography, recording and use of social media at council and committee meetings as a means of reporting on its proceedings because it helps to make the council more transparent and accountable to its local communities.

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- You should connect to TBC-CIVIC
- Enter the password **Thurrock** to connect to/join the Wi-Fi network.
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- Access the modern.gov app
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DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF

Breaching those parts identified as a pecuniary interest is potentially a criminal offence

Helpful Reminders for Members

- *Is your register of interests up to date?*
- *In particular have you declared to the Monitoring Officer all disclosable pecuniary interests?*
- *Have you checked the register to ensure that they have been recorded correctly?*

When should you declare an interest *at a meeting*?

- **What matters are being discussed at the meeting?** (including Council, Cabinet, Committees, Subs, Joint Committees and Joint Subs); or
- If you are a Cabinet Member making decisions other than in Cabinet **what matter is before you for single member decision?**



Does the business to be transacted at the meeting

- relate to; or
- likely to affect

any of your registered interests and in particular any of your Disclosable Pecuniary Interests?

Disclosable Pecuniary Interests shall include your interests or those of:

- your spouse or civil partner's
- a person you are living with as husband/ wife
- a person you are living with as if you were civil partners

where you are aware that this other person has the interest.

A detailed description of a disclosable pecuniary interest is included in the Members Code of Conduct at Chapter 7 of the Constitution. **Please seek advice from the Monitoring Officer about disclosable pecuniary interests.**

What is a Non-Pecuniary interest? – this is an interest which is not pecuniary (as defined) but is nonetheless so significant that a member of the public with knowledge of the relevant facts, would reasonably regard to be so significant that it would materially impact upon your judgement of the public interest.

Pecuniary

If the interest is not already in the register you must (unless the interest has been agreed by the Monitoring Officer to be sensitive) disclose the existence and nature of the interest to the meeting

If the Interest is not entered in the register and is not the subject of a pending notification you must within 28 days notify the Monitoring Officer of the interest for inclusion in the register

Unless you have received dispensation upon previous application from the Monitoring Officer, you must:

- Not participate or participate further in any discussion of the matter at a meeting;
- Not participate in any vote or further vote taken at the meeting; and
- leave the room while the item is being considered/voted upon

If you are a Cabinet Member you may make arrangements for the matter to be dealt with by a third person but take no further steps

Non- pecuniary

Declare the nature and extent of your interest including enough detail to allow a member of the public to understand its nature



You may participate and vote in the usual way but you should seek advice on Predetermination and Bias from the Monitoring Officer.

Vision: Thurrock: A place of **opportunity**, **enterprise** and **excellence**, where **individuals**, **communities** and **businesses** flourish.

To achieve our vision, we have identified five strategic priorities:

1. Create a great place for learning and opportunity

- Ensure that every place of learning is rated “Good” or better
- Raise levels of aspiration and attainment so that residents can take advantage of local job opportunities
- Support families to give children the best possible start in life

2. Encourage and promote job creation and economic prosperity

- Promote Thurrock and encourage inward investment to enable and sustain growth
- Support business and develop the local skilled workforce they require
- Work with partners to secure improved infrastructure and built environment

3. Build pride, responsibility and respect

- Create welcoming, safe, and resilient communities which value fairness
- Work in partnership with communities to help them take responsibility for shaping their quality of life
- Empower residents through choice and independence to improve their health and well-being

4. Improve health and well-being

- Ensure people stay healthy longer, adding years to life and life to years
- Reduce inequalities in health and well-being and safeguard the most vulnerable people with timely intervention and care accessed closer to home
- Enhance quality of life through improved housing, employment and opportunity

5. Promote and protect our clean and green environment

- Enhance access to Thurrock's river frontage, cultural assets and leisure opportunities
- Promote Thurrock's natural environment and biodiversity
- Inspire high quality design and standards in our buildings and public space

Terms of Reference - Supporting Pathways into Work for Young People Review

Membership

Membership must be politically proportional. Group Leaders will make nominations to the number of seats available in accordance to the Political Balance of the Council.

The Children's Overview and Scrutiny Committee are requested to decide on the number of seats available on the Task & Finish group based upon the calculations below. Please note that the political calculations are correct as of 11 November 2014, however may be affected by the result of the forthcoming by-election.

5 Seats: (2 Labour Members, 2 Conservative Members, 1 UKIP Member).

4 Seats: (2 Labour Members, 2 Conservative Members)

3 Seats: (2 Labour Members, 1 Conservative Member).

Draft Purpose and Aims of Task and Finish Group

The scope of the Task and Finish Group

“To examine how Thurrock Council and its partners currently support young people into the workplace, particularly through teaching employability skills in education and the work experience offer in Thurrock. The group will make recommendations on how value can be added to the current offer.”

The review will aim:

- To build a clearer picture of the realities of work placements in Thurrock and evaluate how young people are being equipped with the necessary skills to enter the workplace.

- To examine how Thurrock could increase the employability skills of young people of secondary school age in Thurrock so that they are ready for work.
 - To review the quality of work experience placements in Thurrock and identify opportunities for improvement.
 - To consider how Thurrock could increase the number of young people who are undertaking work experience placements of some form at Key Stage 4/5.
 - To liaise with key stakeholders to evaluate the effectiveness of current work placement and employability skills education in schools at preparing young people for the local workplace.
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- To engage with local employers and industry leaders to determine how Thurrock can better support young people into the workplace.
 - To produce a report of findings in respect of current strategies and make recommendations on how value can be added to the current offer, feeding in the outcomes of the review to existing action plans and the work of the Thurrock Education Alliance.

Issues in-scope

There will be 2 specific areas examined as part of this review:

- 1) Employability Skills in Schools
- 2) Work Experience

These areas have been identified as where a review could add most value and avoid duplicating other work already underway.

Employment skills

The types of employability skills that will be considered are:

- Confidence building
- Reading, writing and numeracy skills
- Financial understanding
- Personal development

- Self-responsibility/attitude/work ethic

Key issues

- Is there a shared understanding of what is meant by employability skills?
 - What is the baseline for current levels of employability skills?
 - What is the ambition/goal for levels of employability skills?
 - How do we measure employability skills?
 - What type of community work can help provide employability skills?
 - What is the role of schemes such as – Duke of Edinburgh in helping young people to be ready for work?
 - What is best practice nationally?

Work Experience

This review could explore how to encourage schools, parents businesses and young people to undertake work experience of some form. This may explore the different types of work experience beyond the traditional 2 week block placement at KS4.

Key issues:

- What is the evidence of the benefits of work experience placements?
- How can schools, parents and young people be convinced of the importance of offering their students the opportunity of work experience?
- Are there alternative forms of work experience placements that are more flexible that can be provided?
- How can the Council & partners assist with this?
- What are trends nationally?

This review could feed into the action plan for delivery of the 'Ambition, Achievement and Aspiration' Strategy developed as part of the Thurrock Education Alliance work, arising from the Education Commission report, published in 2013.

Key stakeholders

- Secondary Schools/Academies
- Palmers College
- South Essex College
- Job Centre Plus
- Thurrock Careers
- Learning & Skills Team
- Voluntary and Community Sector
- LEP – Employability and Skills Sub-Group (led by Essex County Council)
- 11-19 Strategy Group
- Children and Young People's Partnership
- Youth Cabinet