



**Item No. 10**

**Meeting Date Wednesday 30<sup>th</sup> October 2019**

**Glasgow City  
Integration Joint Board  
Finance, Audit and Scrutiny Committee**

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**GLASGOW'S SCHOOL LEAVER DESTINATION RETURN (SLDR) 2018/19 AND DESTINATIONS OF CARE-LEAVERS**

<b>Purpose of Report:</b>	To inform the IJB Finance, Audit and Scrutiny Committee of the outcomes of the education destinations for 2017/18, noting in particular the destinations of care leavers and overall supports for this group of young people. The report also provides information on how Glasgow City Health and Social Care Partnership is meeting the requirements of the Children and Young Person Scotland Act 2014 and the Standards in Scotland's Schools etc. Act 2000 in supporting care experienced young people into positive destinations.
<b>Background/Engagement:</b>	The data for this report comes from many areas, a variety within the HSCP and out with. Bringing it together assists in quantifying and evidencing where positive progress is being made and may identify areas we need to focus on. The report should be published annually to provide evidence of the progress achieved.
<b>Recommendations:</b>	The IJB Finance, Audit and Scrutiny Committee is asked to:  a) Note the performance information in relation to education destinations outlined in this report; and  b) Note the intention to present this performance report to Finance, Audit and Scrutiny Committee annually.

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**Relevance to Integration Joint Board Strategic Plan:**

The IJB Strategic Plan outlines 5 key priorities that apply to all HSCP services including those that support young people and children:

- Early intervention, prevention and harm reduction.
- Providing greater self-determination and choice.
- Shifting the balance of care.
- Enabling independent living for longer.
- Public protection – including keeping vulnerable people safe from harm.

All of these key priorities link into what we are doing to support our care experienced young people.

**Implications for Health and Social Care Partnership:**

<b>Reference to National Health &amp; Wellbeing Outcome:</b>	<b>As Glasgow Children and Young Person Service Plan states:</b>  <b>We will work to raise attainment and achievement for all –</b> Glasgow’s children and young people will leave school ready for further education or employment.  <b>Care experienced children and young people –</b> our care experienced children and young people will be given every opportunity to improve their life experiences and chances. The performance information noted in the report is particularly relevant to Outcomes 3, 4 & 6.
<b>Personnel:</b>	Within existing resources although notably there has been increased investment in this area from the Scottish Government and Glasgow HSCP including the transformational change agenda.
<b>Carers:</b>	The report notes the importance of Kinship carers for Care Experienced Young people.
<b>Provider Organisations:</b>	There are many provider organisations that work with or alongside the HSCP to support our Care Experienced population.
<b>Equalities:</b>	By improving the education destinations of our Care Experienced Population we intend to mitigate the marginalisation they face from many areas of society.
<b>Fairer Scotland Compliance:</b>	The report outlines the strategic and financial commitment to this group of young people to reduce inequalities of outcome.

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<b>Financial:</b>	Each Local Authority has been given an amount of money proportional to their number of Care Experienced Children & Young People. For 2019/2020 Glasgow has been allocated £2.4 million. The report provides detail of areas of funding provided to the HSCP to support progressing the requirements of the legislation. Similar to all other services in the Council, there are substantial and growing financial pressures on those services that support care experienced young people, especially as the Children and Young People (Scotland) Act extended the age range at which young people can seek assistance up to the age of 26.
<b>Legal:</b>	The report outlines how the IJB/HSCP is meeting the requirements of the Children and Young Person Scotland Act 2014 and the Standards in Scotland's Schools etc. Act 2000.
<b>Economic Impact:</b>	Care experienced young people have many qualities and talents which can contribute significantly to the economic health and sustainability of Glasgow.
<b>Sustainability:</b>	If our most vulnerable young people achieve positive outcomes in their lives, this will have fundamental impacts on the longer term social and community life of Glasgow, as care experienced young people are less likely to become homeless, suffer from addiction or mental health problems, become offenders or suffer from longer term health problems.
<b>Sustainable Procurement and Article 19:</b>	None
<b>Risk Implications:</b>	There is a risk in relation to the possibility of increasing demand and costs of the provision of services for our care experienced population going forward.
<b>Implications for Glasgow City Council:</b>	The performance expectations in relation to care experienced children and young people participating in a positive destination rests with Local Authorities.
<b>Implications for NHS Greater Glasgow &amp; Clyde:</b>	None

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### 1. Background

- 1.1 The following comprehensive report captures a significant range of data, as an attempt to focus on the outcomes secured for all young people who are care experienced and the positive destinations gained. This is the second year reporting to the Finance Audit and Scrutiny Committee on these indicators and consequently the report is in its infancy in terms of producing robust performance data and demonstrating trends in progress, improvement and challenges. From the onset, the Committee should note the national and city challenges in amalgamating this dispersed data and the limitations at this stage of providing a succinct and transparent picture around the outcomes secured for our young people. Nevertheless, the desire is to strengthen this data and robustly pursue transparency around the impact of care and the subsequent outcomes secured. The scale of the report should be reviewed and considered in this context.
- 1.2 The [latest Participation Measure report](#) (published August 2018) marks the fourth release of statistics on the participation of 16-19 year olds at a national and Local Authority level. As agreed by Scottish Ministers, the Annual Participation Measure has been adopted in the Scottish Government's [National Performance Framework](#) as the measure of young people's participation. This has replaced the school leaver destination follow up as the source of the national indicator to **"increase the proportion of young people in learning, training or work"**.
- 1.3 With regards to the academic year and data available; the data, follow up and analysis is for academic year **2017/18**. 2018/19 data and analysis is not fully available until March 2020.
- 1.4 The annual methodology takes account of all statuses for 16-19 year olds in Scotland over one calendar year (1<sup>st</sup> April – 31<sup>st</sup> March). For each of the 211,255 individuals included within the annual measure cohort, the headline participation classification (either participating, not participating or unconfirmed) is based on the classification within which each individual spent the greatest number of days.

### 2. Summary of Findings

#### 2.1 The key to the reporting notes the use of new categories:

**Participating** - in education, training or employment including activity agreement.

**Not Participating** - those unemployed but seeking employment and others unemployed and not seeking employment.

**Unconfirmed Status** – those not feeding back their status (it's thought that many may be in employment).

#### 2.2 For Scotland the figures are as follows:

- 2.2.1 The proportion of 16-19 year olds **participating** in education, training or employment in the 2018 Annual Participation Measure (APM) was 91.8% compared to 91.1% in 2017. This is an increase of 0.7 percentage points (pp).

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2.2.2 The proportion of 16-19 year olds **not participating** in the 2018 Annual Participation Measure was 3.4% compared to 3.7% in 2017. This is a decrease of 0.3 pp.

2.2.3 The proportion of 16-19 years reported as **unconfirmed** in the 2018 participation measure was 4.7% compared to 5.3% in 2017, a decrease of 0.6 pp.

Local Authority	2018 Annual Participation Measure			Percentage point change between 2018 and 2017			Percentage point change between 2018 and 2016		
	% Participation	% Non-Participation	% Unconfirmed	% Participation	% Non-Participation	% Unconfirmed	Participation	Non-Participation	Unconfirmed
<b>Scotland</b>	<b>91.8%</b>	3.4%	4.7%	<b>0.7</b>	-0.3	-0.6	<b>1.4</b>	-0.6	-0.9
Glasgow City	<b>88.8%</b>	4.7%	6.5%	<b>0.6</b>	0.2	-0.4	<b>2.0</b>	-0.5	-1.5

SG SDS Participation Measure Report  
See Appendix 1 for full LA table

2.3 The number of young people Nationally Participating (similar to sustaining their positive destination) is **91.8%** nationally which is **3%** more than the Glasgow figure of **88.8%**. This is however, a 0.6% rise since 2017. The report also acknowledges that those with unconfirmed data are more likely to be 19yr olds and may be in employment (hence there may be no need to further engage with SDS).

Destination Category	Percentage								
	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Higher Education	34.2	34.4	36.1	36.9	38.2	36.8	37.3	38.3	39.0
Further Education	24.3	24.6	24.8	24.5	24.3	23.4	22.4	23.0	22.7
Training	3.3	3.3	3.6	3.1	2.5	2.7	1.7	1.7	1.7
Employment	23.0	23.8	23.9	24.6	25.5	27.8	28.7	28.3	28.3
Voluntary Work	0.4	0.5	0.5	0.5	0.4	0.5	0.4	0.5	0.6
Activity Agreement <sup>1</sup>	n/a	0.6	0.7	0.9	0.7	0.7	0.9	1.0	0.9
<b>Positive Destinations</b>	<b>85.2</b>	<b>87.2</b>	<b>89.6</b>	<b>90.4</b>	<b>91.7</b>	<b>92.0</b>	<b>91.4</b>	<b>92.9</b>	<b>93.2</b>
Unemployed Seeking	12.0	10.2	8.1	7.6	6.5	5.7	5.8	4.4	3.9
Unemployed Not Seeking	1.8	1.6	1.8	1.6	1.5	1.6	1.9	1.9	1.9
Unknown	1.0	0.9	0.6	0.3	0.3	0.6	0.9	0.7	1.1

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<b>Other Destinations</b>	<b>14.8</b>	<b>12.8</b>	<b>10.4</b>	<b>9.6</b>	<b>8.3</b>	<b>8.0</b>	<b>8.6</b>	<b>7.1</b>	<b>6.8</b>
Number of Leavers	52,953	53,255	49,610	51,515	51,293	52,337	52,113	51,172	49,650

1. In April 2011 the Scottish Government rolled out the use of Activity Agreements.

Source Scottish Govt. follow up destination 2017/18

- 2.4 Nationally, there are **49,650** school leavers with the majority leaving at the end of S6. In Glasgow, there are **4,345** school leavers with the pattern of leavers broadly matching the national pattern.
- 2.5 There were 19 Local Authorities who were above the National average for those participating in a positive destination and 13 Local Authorities below. Overall, those 16-19 year olds who lived in **more** deprived areas were less likely to be reported as participating than those from the **less** deprived areas. There was a 12.9 difference in the participation rate between those from SIMD 1 (the 10% most deprived areas) and SIMD 10 (the 10% least deprived areas) deciles.
- 2.6 Data is provided on each category of destination.



- 2.7 Higher education includes courses offered at colleges and universities. A number of courses which start at college with an HNC/HND articulate with a degree programme at university.
- 2.8 Nationally there are more young people whose destination is in Higher education and employment whereas, Glasgow has less leavers in higher education and employment but more in further education, training and seeking employment. This is important for service planning.
- 2.9 The table below shows the number of students enrolled in higher education who come from Scotland's 20% most deprived postcodes. This number is steadily climbing from 11% in 2013/14 to 13% in 2017/18. There is much work being done

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in this area to work on widening access to higher education. The actual numbers of those going onto higher education increased which is very positive.

**UK domiciled full-time HE undergraduate student enrolments by participation characteristics. Academic years 2013/14 to 2017/18**

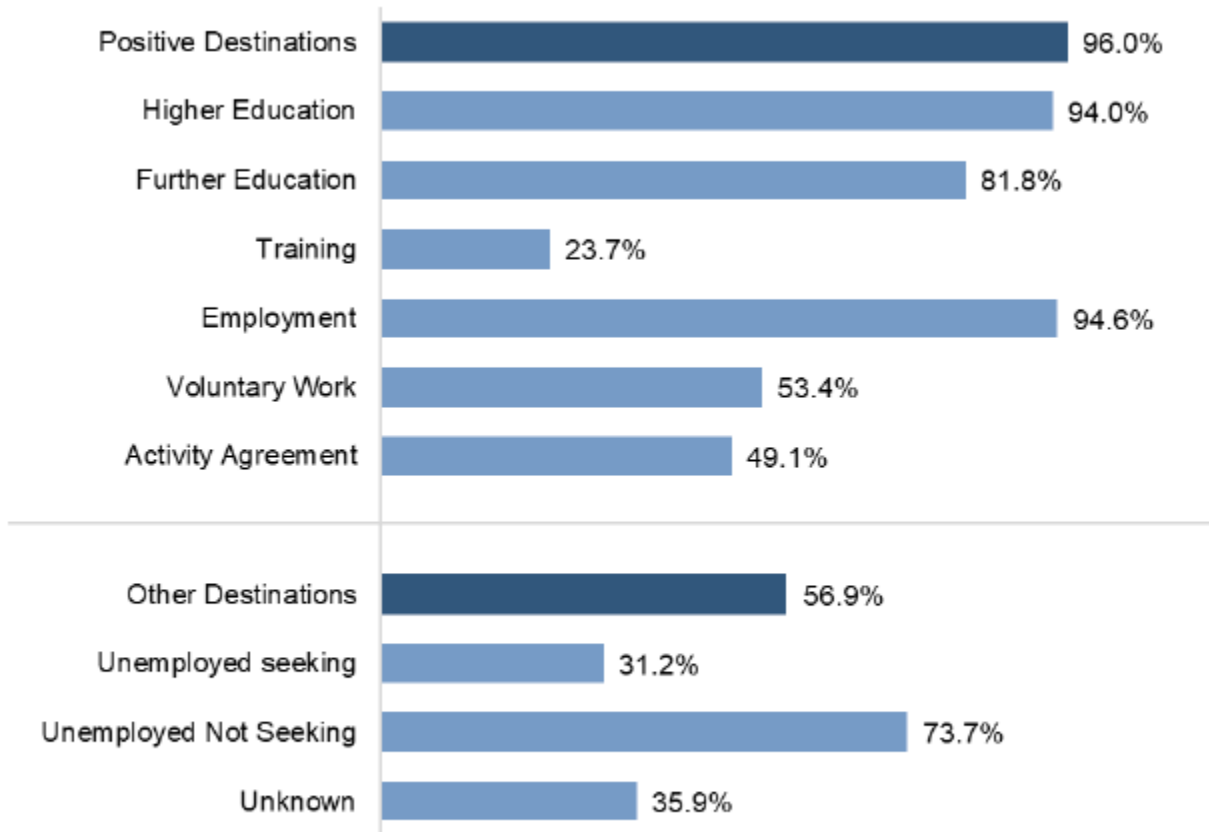
<b>Scottish Index of Multiple Deprivation Marker</b>					
	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16</b>	<b>2016/17</b>	<b>2017/18</b>
<b>SIMD20 other areas</b>	10,935	11,470	11960	12,175	13,150
<b>SIMD</b>	85,020	85,685	86,565	87,210	87,770

HESA Higher Education Student Statistics: UK, 2017/18

**3. Comparison of initial and follow-up destinations**

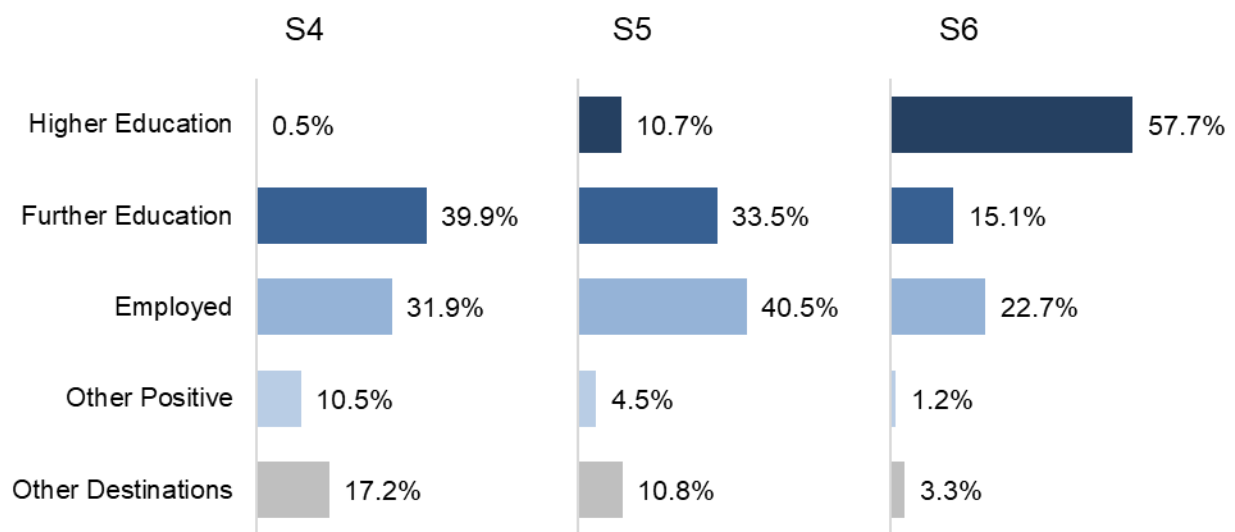
- 3.1 It is helpful for us to compare the initial and follow-up destinations which allow us to target young people into destinations which we know are likely to have more success/sustainability.
- 3.2 The largest reduction between initial and follow-up destinations were in Further Education and Higher Education, by 3.9 and 2.1 percentage points respectively. Whereas the proportion in Employment increased by 5.7 percentage points between initial and follow-up destination. The proportion of leavers in other destinations increased by 1.2 percentage points between Initial and Follow-up. With Unemployed not seeking increasing by 0.5 percentage points.

**Percentage of school leavers who sustained a destination, 2017/18**



Source Scottish Govt. Summary Statistics follow up leaver's destination 2019

**Follow-up destination of leavers by stage of leaving, 2017/18**



Other Positive includes Activity Agreements, training and voluntary work.

Other Destinations includes unemployed seeking, unemployed not seeking, and unknown

Source Scottish Govt. Summary Statistics follow up leaver's destination 2019



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- 3.3 From the table above we can see the following: over half of **S6 leavers** entered Higher Education (57.7 per cent); The most common follow-up destination for **S5 leavers** was Employment (40.5 per cent) followed by Further Education (33.5 per cent); The most common destination for **S4 leavers** was Further Education (39.9 per cent). Therefore the significance of the year a young person leaves secondary education can be a strong predictor of their typical destination. There will be many other factors attributed to this pathway but for education services it indicates the importance of young people remaining in full-time education as long as they can.
- 3.4 Appendix 3 contains Glasgow school by school initial destination data. This reports on the Glasgow schools data and notes a 94.4% initial positive destination for Scotland and 92.3% for Glasgow. The follow up data is not yet available but this data allows us to see trends and gaps and generally confirms the overall direction of travel for Glasgow school pupils noted above.

## 4. Care Experienced Young People

- 4.1 In securing better outcomes, the intention is to strengthen stability in formal care arrangements, housing, accommodation, financial assistance and the network of support. Such infrastructure and support is the foundation predicated on employment and positive destinations. The strategy is linked to the wider council and city corporate agenda in ensuring the cycle of poor outcomes is diminished and that care experienced young people are able to thrive and contribute to the city's economic viability. In future years it is hoped that this can be related to a stability index, noting where a young person has experienced a stable school, home/placement and allocated social worker (where relevant) to assist them to be better equipped to achieve in life.

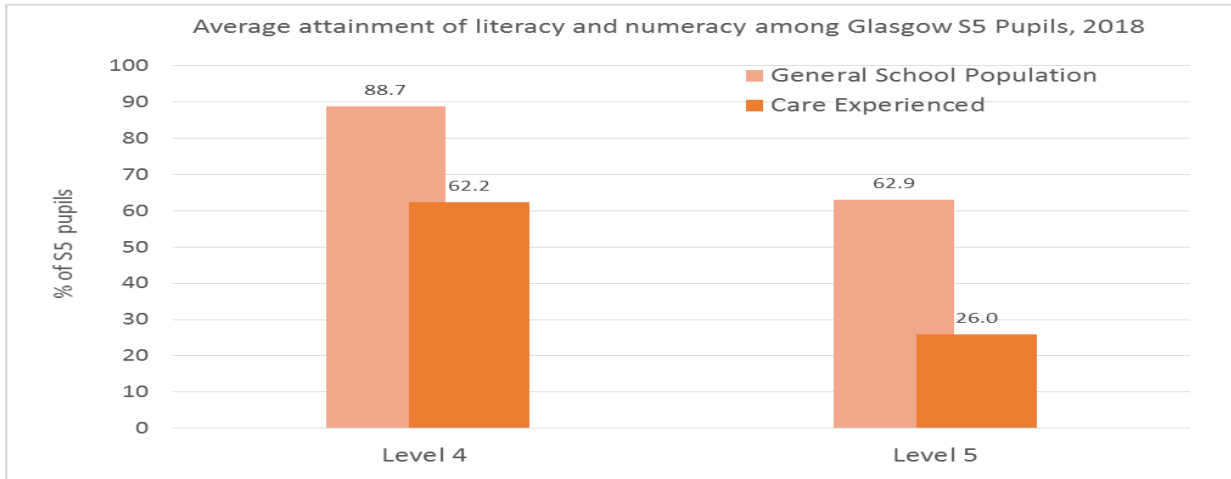
### 4.2 Care Experienced Team

In 2018, the Scottish Government asked each Local Authority to create a new Care Experienced Team in order to improve educational outcomes for Scotland's Care Experienced Children and Young People. Each Local Authority has been given an amount of money proportional to their number of Care Experienced Children & Young People. For 2019/2020 Glasgow has been granted £2.4 million.

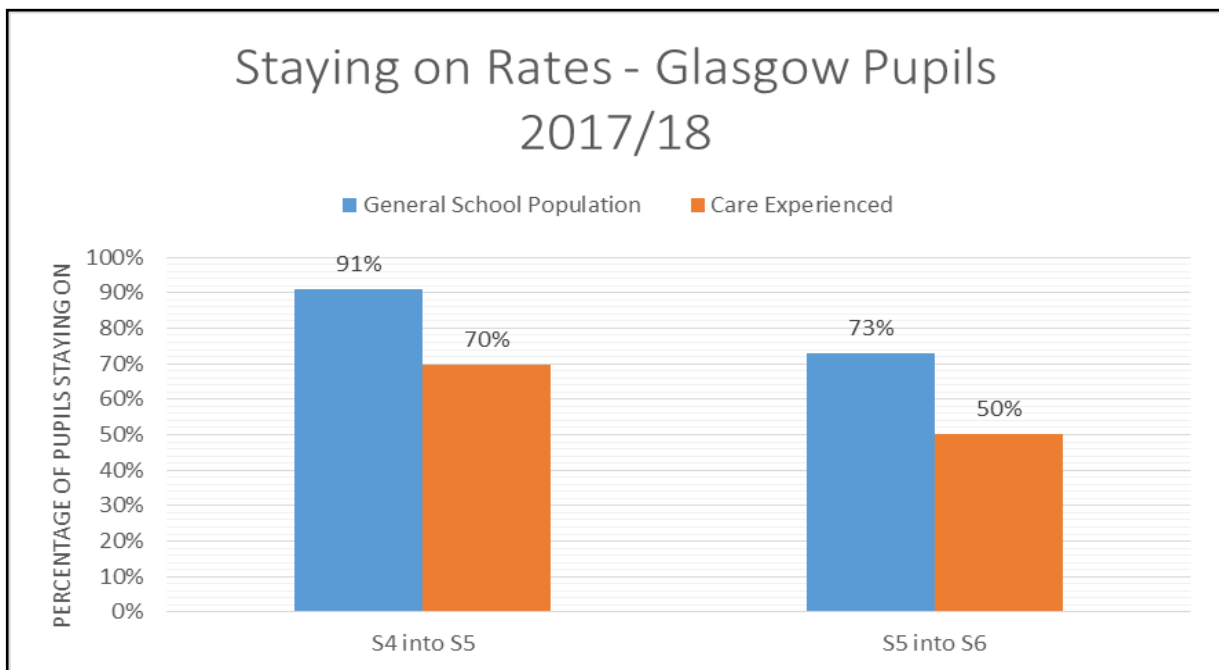
- 4.3 The Care Experienced Team's 5 Key Priorities on 'Closing the Performance Gap' are:
1. To improve attendance for Care Experienced Children and Young People
  2. To improve attainment & achievement of Care Experienced Children and Young People
  3. To improve Health and Well-being of Care Experienced Children and Young People
  4. To reduce school exclusions of Care Experienced Children and Young People
  5. To improve post-school destinations of Care Experienced Children and Young People.

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4.4 Data from the last 5 years has been examined to evaluate the performance levels of Glasgow’s Care Experienced children. Attainment data is provided by SEEMiS and Insight, going back to 2014. Performance levels are determined based on a number of measurements: Attendance figures, Attainment figures, Positive post-School Destinations and number of exclusions. Some examples of the gap is illustrated below.



4.5 Care Experienced Children are also on average more likely to leave school early compared to the mainstream population.



4.6 The team is in its first year of operating, the key priorities link into HSCP priorities. A major objective is to better understand and support those circa 585 children and young people placed out with authority. Indeed some work is being targeted to return them to Glasgow where viable but to ensure all receive the best educational experience they can.

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- 4.7 Outcomes will be measurable, updated and reported on to Education Services, the HSCP and the Scottish Government.

### **5. The Legal Context for Continuing Care and Aftercare**

- 5.1 The Children & Young People (Scotland) Act 2014 imposes new duties on corporate parenting and formally introduces the responsibility of Local Authorities for Continuing Care to be offered to young people who meet the criteria. The term 'Continuing Care' is referenced in the Children and Young People (Scotland) Act 2014. Young people can remain looked after until they are 18. At age 18, a young person is no longer legally looked after and must either choose Continuing Care or After Care. Continuing Care is an option for this group up until their 21<sup>st</sup> birthday. They may choose to leave Continuing care (ie their stable placement) before this – if they do so after 18yrs, they cannot return to this status but will refer to Aftercare status thereafter.
- 5.2 Many young people are not considered either ready or able to leave care aged 16. Consequently, their current placement continues either on a legal order until they are 18 or they continue to be accommodated in either purchased residential care, provided residential care, purchased foster care or provided foster care.
- 5.3 The term Aftercare refers to the advice, guidance and assistance provided to care experienced young people when they leave care. Any young person who ceases to be looked after on or after their 16<sup>th</sup> birthday and is less than 26 years of age are eligible (between 16 and 19) or potentially eligible (between 19 and 26) for Aftercare.
- 5.4 Prior to the Children and Young People (Scotland) Act 2014, young people who ceased to be looked after beyond the minimum school leaving age and were less than 21 years of age, were eligible or potentially eligible for Aftercare.

### **6. Those Eligible for Continuing Care and After Care**

- 6.1 In capturing performance, it is necessary to understand the current arrangements in terms of the Children (Scotland) Act 1995 – as amended by the Children and Young People (Scotland) Act 2014 as well as the scale of support required in each year as the implications of Continuing Care and After Care is understood, developed and funded.
- 6.2 Every young person in care on or after their 16<sup>th</sup> birthday remains eligible for this assistance, including those young people who have left care and returned back to their extended families after the age of 16. The monitoring of Continuing Care, Aftercare and more importantly the contribution to positive destinations is challenging given the scale of need and activity in the city.
- 6.3 **Continuing Care and Aftercare**

As at August 2019, there were 190 young people 16 years and over who were still Looked After and Accommodated and provided with care and support in

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placements such as purchased residential care, provided residential care, purchased foster care and provided foster care. From the data we can advise that:

- 7 were in purchased residential care
- 49 were in provided residential houses
- 42 were in purchased foster care
- 72 were in provided foster care
- 20 were in other i.e. secure care and LCS
- 190 in total.

6.4 This is the group of young people who may be eligible for Continuing Care under the Children and Young Person Scotland Act 2014, with the exception of those in secure care. As noted earlier every year adds a new cohort of young people who are looked after at their 16<sup>th</sup> birthday and will therefore meet the criteria for Continuing Care if they wish.

6.5 Those in scope consequently are those over 16 years old, who remained looked after and those sustained in these types of placements over 18 and therefore in Aftercare. In addition, there are those over 18, who have graduated into Aftercare accommodation and support.

6.6 Other young people 16-25 years who are no longer officially looked after are of course offered many other support packages and we know that:

- 100 young people are within supported/homeless accommodation
- 115 remain in Foster placements
- 61 young people are in Provided Residential units
- 159 have supported carers
- 193 are in Kinship placements
- 40 have tenancies offered through the Housing Protocol.

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## 7. The Financial Investment

7.1 The financial demands are a significant pressure and the investment will be critical in providing the necessary support and stability to achieve the most effective conditions to secure positive destinations around university, college, employment and training. The costs will continue to require increased funding as the numbers of care experienced 16, 17, 18, 19 and 20 years olds grows. Responsibilities for care experience young people will extend to 21 years and following assessment to 26 years.

7.2 In recognition of the additional financial and legal responsibilities inherent in the Children and Young People (Scotland) Act 2014, the Scottish Government allocated £1.57m to fund the additional requirements for 2017/18 and have indicated a commitment to do so until at least 2020. It is anticipated by the Scottish Government that the new/additional cohort eligible for Continuing Care and Aftercare will then stabilise post 2020.

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**Number of additional care-leavers eligible for aftercare support and annual cost (rolling from 2019-20 onward)**

	Age			Total population	Total cost (£)
	16	17	18		
2015-16	228			228	716,376
2016-17	228	228		456	1,432,752
2017-18	228	228	228	684	2,149,128
2018-19	228	228	228	684	2,149,128

Source Children and Young People (Scotland) Bill [As Amended At Stage 2] Supplementary Financial Memorandum

7.3 As indicated, Glasgow City HSCP continues to fund placements in formal care for 16 to 18 year olds and some over 18 years old at the following cost basis:

- £150,000 (approximately) per purchased residential care full year
- £164,000 per provided residential care full year
- £59,000 (approximately) per purchased foster care full year
- £26,000 per provided foster care full year.

As well as this we have the following accommodation provision for young people 16+:

**The breakdown by placement**

Placement type	Numbers
16 + placements	99
Young Homeless Placements	84
Children's Houses (provided)	61
Provided Foster Care	115
Purchased Foster Care	138
Supported Carers	159
<b>Total Continuing/After Care</b>	<b>706</b>

This number has increased and is expected to continue to climb as our commitment to the Children and Young Person (Scotland) Act 2014 is required.

**The breakdown in cost 16+ Placements**

Placement	Numbers	Cost 2016/17	Numbers	Cost 2018/19
Purchased Residential	51	£10.20m		£6.08m* (+£4.2m secure)
Provided Residential	56	£9.18m	61**	£10.m^
Purchased Foster Care	62	£3.22m	138*	£8.23m
Provided Foster Care	147	£3.82m	115	£3.2m
Disability			4*	£843

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Homelessness supported accommodation			84	£1.307m
LCS Accommodation		£2.87m	96	£3.1M
Supported Carers		£2.06m	159**	£1,521m
Section 29		£1.44m		£2.283m
<b>Total Continuing/After Care</b>		<b>£32.79m</b>		<b>£36.56m</b> <b>+(4.2m secure)</b>

\* Open Cases as at 31/03/19

\*\*As at August 2019

^ Estimated

- 7.4 Section 29 provides for direct financial assistants to those progressing to Aftercare and obtaining their own tenancies. Each young person is provided with financial support on an assessed basis, although as a practice a grant of £2,500 is made available for start-up costs in rent accommodation. For the year 2018/19, the S29 financial commitment is **£2.283m**.
- 7.5 All asylum seeking children (Unaccompanied Asylum Seeking Children (UASC)) looked after before their 18th birthday assume the legal entitlement contained in the 2014 Act. While the council is reimbursed by the Home Office for UASC there remains a short-fall in funding met by the council close to **£3m**. Thus there is a greater demand for our provided residential children's houses and 16+ provision. There is much work being done in an attempt to address this and work towards being able to provide a selection of placements for our young people to meet their needs in a responsive and flexible way.

## **8. Overview of the Help Provided for Young People**

- 8.1 The Council works in partnership with a wide range of partners and providers to provide help and support for care experienced young people to achieve their aspirations. A summary of the main services is outlined in the following paragraphs.
- 8.2 Social work services provide specific employability support through the **Continuing Care Employability Services (CCES)**. A team of five staff delivering the **Care Leavers Employment Service (CLES)**, core skills, Launchpad and Housing and Employment Service (HES). The four employability services provide holistic employability supports for care leavers across the five stages of the employability pathway: pre-pathway, engagement, job preparation, job matching and in-work support.
- 8.3 **CLES** is a resource which relies on partnership with a number of organisations to ensure employability support is available to all Glasgow care leavers irrespective of their locality. Such supports include: the 16+ Activity Agreement Team (Education Services), Action for Children Transitions, Skills Development Scotland (SDS) and the three Glasgow colleges.

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8.4 Within **Residential Services** the directly provided children's homes have good working relationships with their local schools and work closely with them to maximize the attendance of their young people. Post-school, young people residing in the children's homes are supported to access employment, training, or further education. Of the 61 young people aged 16+ residing in the children's homes in March 2019:

- 4 in full time employment (including apprenticeships)
- 2 in part time employment
- 16 in training
- 20 in further education
- 10 were engaging with employment support workers
- 9 young people were inactive (not involved in employment, training or education).

Consequently, 85% of those over 16 are in positive destination.

Ongoing engagement is taking place with these young people to support their progress towards employment, training or further education.

8.5 **MCR Pathways/Glasgow's Young Talent** is a mentoring programme which aims to provide support to vulnerable young people, including those who are care-experienced in all 30 Glasgow secondary schools. They support S1-S2 pupils through a group work programme and S3-S6 with 1:1 mentoring support. The MCR positive destination data saw an increase from 76% in 2015/16 to 83% in 2017/18 having a positive destination. In addition, the **Next Steps** Team supports young people after their official leaving date for however long is required. The current active engagement is 50 young people from 2019 Leavers.

8.6 **Glasgow Life** have worked with the HSCP to provide opportunities for young people to develop their sporting outlets. Glasgow Life have opened up many of their resources free for Care Experienced young people to afford them experiences others may have. Also **Arts in the City** have worked with Young care experienced people to enable access to a wide range of cultural activities designed for them; drama, film, music and sport. This includes approximately 300 children and young people from residential and foster and kinship and is utilised well by our unaccompanied Asylum Seeking population. This includes 10% of 16+ young people.

8.7 **Enhanced Vocational Inclusion Programme (EVIP)** offers young people an alternative to mainstream secondary school education in partnership with colleges. EVIP offers S4 young people the opportunity to study vocational qualifications in a college environment. Current figures are not available.

8.8 **ISMS and Young Women Service** - Many care experienced young people have very traumatic and challenging backgrounds. For these young people we have a range of support services which tailor support around the young person's specific needs. This includes the **Intensive Support and Monitoring Services (ISMS)** which provides a direct community based alternative to secure care with a high

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level of support offered to the young person on a relational basis to support and divert away from high risk behaviours.

- 8.9 **Includem** provide intensive, bespoke support to young people and compliment most ISMS packages of support. As at August 2019, of those working with Includem, 21 were 16yrs and over.
- 8.10 Providing good quality and stable housing along with tailored support for individuals is vital in giving a strong base for enabling young people to flourish in further education and the world of work. Continuing Care Services leases 8 **Supported Tenancies** from registered social landlords. This includes seven 1-bedroomed for individual care leavers, and two 2-bedroomed aimed at young parent(s) with their child.
- 8.11 **The Leaving Care Services/Glasgow Housing Association (GHA) Protocol** was developed in 2007 as a result of the low numbers of GHA properties being allocated to care leavers. In response to this situation the Statement of Best Practice (S.B.P.) was expanded to include all 63 Registered Social Landlords (RSL's). During 2018/19 a total of 55 tenancies were offered and 40 tenancies were allocated to care leavers, the largest number since the inception of the Protocol.
- 8.12 **Corporate parenting<sup>1</sup> role** – The Health and Social Care Partnership (HSCP) has sustained discussions with the other corporate parents in Glasgow to develop improved partnership working and co-ordination of activities for the benefit of care experienced young people. Effective arrangements are in place to support young care experienced young people into university and college.

## 9. Performance Indicators and Outcomes 2017/2018

- 9.1 **Reflecting on the Information**  
Reflecting on the statistical return can allow benchmarks for trends and provide the most effective sense of performance and improvement. Action is in place however, to strengthen the tracking of all the care experience young people and those young people unaccompanied to effectively improve data and record their destinations and outcomes.
- 9.2 Some aspects (i.e. SIMD20 trends) are national trends and whilst we do need national and UK government solutions to change these structural inequalities in our system, it remains critical that Glasgow City HSCP drills down on performance to ensure stability, participation and positive destinations are secured for all.
- 9.3 The Council set itself a target for **75%** of care experienced young people to be in education, employment or training. As at 19<sup>th</sup> August, 2019, of the 583 young people known to our Continuing Care and Aftercare Teams (those with care experience) 376 young people (**70%**) were known to be in education, employment

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<sup>1</sup> The corporate parenting role is intended to support many of the roles and tasks expected of a parent, alongside birth parents, families and carers. As a corporate parent we must ensure that the Children and young people receive every opportunity to fulfil their potential and take part in positive experiences.



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or training. While this is not at the target established by the Council, it demonstrates an improving trend towards the target in the past three years:

Snapshot Year	Percentage of Care Experienced clients in a Positive Employability Destination
2016/17	61%
July 2018	68%
August 2019	70%

9.4 The Continuing Care Team has also four employability initiatives; Care Leavers Employment Service (CLES), Core skills, Launchpad and Housing & Employment Service (HES) and has achieved the following outcomes for 2018/19:

- 129 care leavers supported
- 1093 Core skills learning hours delivered
- 24 SQA qualifications achieved
- 40 care leavers were supported in work of which 31 (78%) had sustained their work for 26 weeks or more.

9.5 On a very positive note, a recent initiative within Action for Children (Employment/Support Service) and Cordia (prior to re-integration into the HSCP) has seen 7 young people with care experienced transitioned into employment.

## 10. Higher/Further Education Attendance

10.1 The Scottish Government has introduced a number in both Higher Education and Further Education aimed at helping young people who have been in care to achieve their learning goals and to make sure they are not adversely affected by not having family support when accessing Further and Higher education, as part of their Corporate Parental responsibilities.

10.2 The Student Awards Agency Scotland (SAAS) introduced the Care Experience Bursary as part of the implementation of the Corporate Parenting element of the Children and Young People (Scotland) Act 2014. For the past four academic years, care experienced students undertaking an eligible full-time undergraduate course will be eligible to apply for a funding package of tuition fees and a non-income assessed Care Experienced Student Bursary. The amount available in 2019-20 is **£8,100, which amounts to over £200 per week income for care experienced students in Higher Education.**

10.3 There are also monies available from SAAS to cover accommodation costs in the summer holiday period. Universities have reported that since its implementation, they have been made aware of a large increase of care experienced students attending, and they have been able to provide more support to these students to sustain and complete their course. There are currently **48** young people attending Universities from Glasgow that are care experienced and known within the Continuing Care and Aftercare team. This is an increase of 8 young people and it is hoped that the SAAS bursary and all the other supports and initiatives will continue to see this figure increase year on year.

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- 10.4 Glasgow's Continuing Care and Aftercare Service pay all accommodation, subsistence and other costs (i.e. materials / books) for the duration of the University course. Wherever that young person chooses to stay, including Foster Care or Supported Care, privately rented accommodation and student accommodation, this will be financed through central budgets and Section 29 funding. This can involve the young person residing in student accommodation term time then returning back to the foster / supported care placement at weekends and holiday periods.
- 10.5 There have been some additional initiatives by Universities to promote and support care leavers in higher education and this shares the responsibility – financial and otherwise – across other corporate parents. For example Glasgow University now offers an automatic place to care leavers if they get the minimum entry grades. Other universities offer 52 week accommodation to care leavers (rather than just term time) and Glasgow will liaise with relevant Universities to ensure support is available if required.
- 10.6 In the Academic year 2018-19 the Scottish Government also introduced additional monies via the Scottish Funding Council (SFC) to Further Education Colleges; this is to implement the Care Experienced Bursary (CEB) to fund care experienced students attending college. The rate was set in line with the Higher Education Bursary at **over £200 per week during term-time**. The CEB is based on the Scottish Government's calculations of the Living Wage, and it is important to note that the policy intention of the CEB is not only to provide enhanced living cost support, adding value to the existing support provided by local authorities, but also to act as an incentive to enter Further Education and Higher Education for people with experience of care.
- 10.7 At the end of this Academic year Glasgow colleges have reported being aware of increasing numbers of care experienced students attending college and reported a huge increase in the numbers of care experienced young people applying for college for the academic year 2019-20.

## 11. Recommendations

- 11.1 The IJB Finance, Audit and Scrutiny Committee is asked to:
- a) Note the performance information in relation to education destinations outlined in this report; and
  - b) Note the intention to present this performance report to Finance, Audit and Scrutiny Committee annually.

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Table 8: Participation Cohort by Local Authority

Local Authority	2018 Annual Participation Measure			Percentage point change between 2018 and 2017			Percentage point change between 2018 and 2016		
	Participation %	Participation %	Unemployed %	Participation %	Participation %	Unemployed %	Participation %	Participation %	Unemployed %
<b>Scotland</b>	<b>91.8%</b>	<b>3.4%</b>	<b>4.7%</b>	<b>0.7</b>	<b>-0.3</b>	<b>-0.6</b>	<b>1.4</b>	<b>-0.6</b>	<b>-0.9</b>
Aberdeen City	89.8%	4.2%	6.1%	0.4	0.3	-0.6	0.9	-0.4	-0.5
Aberdeenshire	93.4%	2.2%	4.4%	-0.1	-0.3	0.4	0.2	-0.3	0.1
Angus	92.2%	3.6%	4.3%	0.3	-0.1	0.0	0.6	0.4	-0.9
Argyll & Bute	94.2%	2.7%	3.1%	1.2	-0.1	-1.1	0.0	-0.4	0.4
Clackmannanshire	89.3%	6.8%	3.9%	-0.4	-0.7	1.1	1.1	-1.8	0.8
Dumfries & Galloway	92.2%	3.4%	4.4%	-0.3	0.0	0.3	1.6	-0.3	-1.3
Dundee City	88.7%	5.6%	5.7%	1.1	-1.3	0.2	1.0	-2.7	1.7
East Ayrshire	89.3%	3.2%	7.5%	1.2	-0.6	-0.7	0.0	-0.8	0.8
East Dunbartonshire	96.2%	1.0%	2.8%	0.2	-0.3	0.0	0.6	-0.7	0.2
East Lothian	94.7%	2.5%	2.8%	1.6	-0.7	-1.0	4.1	-1.0	-3.1
East Renfrewshire	96.8%	1.8%	1.4%	0.6	0.0	-0.5	0.4	0.4	-0.8
Edinburgh City	92.1%	3.7%	4.2%	1.3	-0.2	-1.1	2.2	0.0	-2.2
Eilean Siar	97.6%	1.0%	1.4%	0.7	-0.1	-0.6	1.8	-0.7	-1.2
Falkirk	92.2%	4.2%	3.6%	1.1	-0.3	-0.7	2.4	-1.6	-0.8
Fife	90.1%	4.3%	5.6%	1.4	-0.5	-0.9	1.8	-0.7	-1.1
Glasgow City	88.8%	4.7%	6.5%	0.6	-0.2	-0.4	2.0	-0.5	-1.5
Highland	93.8%	1.7%	4.5%	0.8	-0.5	-0.3	0.4	-0.6	0.2
Inverclyde	91.6%	4.2%	4.2%	-0.3	0.3	0.1	0.4	-0.5	0.1
Midlothian	94.3%	3.1%	2.6%	0.7	0.2	-0.9	5.6	-1.1	-4.5
Moray	91.2%	3.6%	5.2%	1.4	0.1	-1.6	0.2	0.0	-0.2
North Ayrshire	91.1%	3.0%	5.9%	0.8	0.0	-0.8	1.2	-0.1	-1.2
North Lanarkshire	90.5%	4.0%	5.5%	0.3	0.0	-0.4	1.2	-0.5	-0.7
Orkney Islands	95.3%	2.0%	2.7%	1.5	-0.3	-1.2	1.2	-0.4	-0.9
Perth & Kinross	94.0%	3.1%	2.9%	0.9	0.6	-1.5	1.2	0.4	-1.5
Renfrewshire	91.6%	3.3%	5.1%	0.2	0.1	-0.3	0.9	0.2	-1.1
Scottish Borders	92.8%	2.2%	5.0%	0.3	-0.8	0.5	1.4	-0.5	-0.9
Shetland Islands	95.9%	1.3%	2.8%	-0.2	0.0	0.2	-1.5	-0.3	1.8
South Ayrshire	91.6%	2.9%	5.5%	0.5	0.0	-0.4	0.7	-0.6	-0.1
South Lanarkshire	92.5%	2.8%	4.7%	1.3	-0.5	-0.9	2.1	-1.6	-0.4
Stirling	94.4%	2.7%	3.0%	0.1	0.0	0.0	2.3	-1.6	-0.6
West Dunbartonshire	90.1%	5.3%	4.6%	1.8	-0.2	-1.6	1.7	-0.2	-1.5
West Lothian	92.1%	3.5%	4.4%	1.3	-0.4	-0.9	2.4	-0.6	-1.8

Note: Percentages may not total 100% due to rounding

## Leaver Destinations

Leaver destinations are categorised by SDS based on shared administrative data wherever possible. Alternatively, they have been captured by staff in data sharing organisations or through direct data input by SDS staff, as a result of contact with individuals, their parents/representatives or organisations an individual is engaging with. The following categories for leaver destinations are included in this statistical bulletin:

*Positive destination:* includes higher education, further education, training, employment, voluntary work and activity agreements.

*Higher Education:* includes leavers following HND (Higher National Diploma) or HNC (Higher National Certificate) courses, degree courses, courses for the education and training of teachers and higher level courses for professional qualifications. It includes programmes at a level higher than the standard of the National Qualifications, i.e. above SCQF Level 7. Leavers with a deferred, unconditional place in higher education have also been included in this category.

*Further Education:* includes leavers undertaking full-time education which is not higher education and who are no longer on a school roll. This may include National Qualifications.

*Training:* includes leavers who are on a training course and in receipt of an allowance or grant, such as the Employability Fund national training programme. It also includes leavers who are on local authority or third sector funded training programmes that are in receipt of a training allowance or those participating in Community Jobs Scotland.

*Employment:* includes those who consider themselves to be employed and in receipt of payment from their employers. It includes young people undertaking training in employment through national training programmes such as Modern Apprenticeships and Graduate Apprenticeships.

*Voluntary Work:* includes those undertaking voluntary work/volunteering which will involve a young person giving of their time and energy through a third party with or without financial allowance.

*Activity Agreements:* includes those for whom there is an agreement between a young person and an advisor that the young person will take part in a programme

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of learning and activity which helps them become ready for formal learning or employment.

*Unemployed seeking:* includes those known by Skills Development Scotland or their partners to be seeking employment or training. This includes those receiving support from SDS, Department of Work and Pensions and other partners. It is based on regular contact between the supporting organisation and the individual. This does not refer to the definition of 'unemployed' used by the Department of Work and Pensions to calculate published unemployment rates.

Young people who are participating in Personal Skills Development (PSD) and who do not readily fit into another category are counted as unemployed seeking. Please see [section 5.3.3](#) for more information.

*Unemployed not seeking:* includes all those individuals who are not yet ready or are unavailable to enter the labour market for a range of reasons. The reasons may involve ill health/sickness, prison, pregnancy, caring for children or other dependents or taking time out. Young people recorded as PSD (Social & Health) may also be included, as specialist provision may not be designed to prepare the individual for entry to the labour market. Please see [section 5.3.3](#) for more information.

*Unknown:* includes all leavers whose destination is not known either to Skills Development Scotland, the school attended, other partners or were not able to be contacted at the survey point.

### **Personal Skills Development**

Young people who have a destination as Personal Skills Development (PSD) on the Opportunities for All shared dataset fall into one of two categories:

*PSD (Employability):* includes individuals who participate in activities with the aim of employment. For example community learning and development, third sector organisation and Work Programs via DWP.

*PSD (Social & Health):* includes individuals who may not be ready to enter the labour market and require access to support from support services to make transitions into learning/work or adulthood. An example of this is where an individual undertakes structured opportunities appropriate to their long term needs or to help support them to engage in education, employment or training.

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Young people participating in Personal Skills Development (PSD) are mapped to a destination category based on details of the activity recorded on the shared dataset. PSD activity that does not readily fit into any other category are counted as unemployed seeking. This differs from the Annual Participation Measure reported by Skills Development Scotland, which reports all PSD activity as participating.

The table [below](#) shows the number of school leavers, who have a follow-up destination recorded as PSD on the Opportunities for All shared dataset along with the over-arching category under which they are recorded for the purposes of this publication from 2012/13 to 2017/18.

**Number of school leavers with a follow-up destination as Personal Skills Development and the category they are placed in for this publication<sup>1</sup>, 2012/13 to 2017/18**

Destination	Number					
	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Positive Destination	79	100	130	116	114	78
Unemployed <sup>2</sup>	70	40	69	97	117	92
All	149	140	199	213	231	170

1. Destinations combined together for disclosure control.

2. Unemployed includes unemployed seeking and unemployed not seeking

## Glasgow School by School Initial Destination Data

## Appendix 3

King's Park Secondary School	60	33	3	20	0	1	1	4	0	122	
	49.2%	27.0%	2.5%	16.4%	0%	0.8%	0.8%	3.3%	0%		95.9%
Knightswood Secondary School	80	72	13	48	0	5	10	19	1	248	
	32.3%	29.0%	5.2%	19.4%	0%	2.0%	4.0%	7.7%	0.4%		87.9%
Lochend Community High School	8	25	9	16	0	1	0	5	0	64	
	12.5%	39.1%	14.1%	25.0%	0%	1.6%	0%	7.8%	0%		92.2%
Lourdes Secondary School	76	51	2	20	1	2	5	9	3	169	
	45.0%	30.2%	1.2%	11.8%	0.6%	1.2%	3.0%	5.3%	1.8%		89.9%
Notre Dame High School	62	26		7	0	0	0	6	0	101	
	61.4%	25.7%	0.0%	6.9%	0%	0%	0.0%	5.9%	0%		94.1%
Rosshall Academy	68	72	5	35	0	5	2	11	0	198	
	34.3%	36.4%	2.5%	17.7%	0%	2.5%	1.0%	5.6%	0%		93.4%
Shawlands Academy	99	39	3	22	0	1	6	5	6	181	
	54.7%	21.5%	1.7%	12.2%	0%	0.6%	3.3%	2.8%	3.3%		90.6%
Smithycroft Secondary School	31	27	3	11	0	2	1	4	0	79	
	39.2%	34.2%	3.8%	13.9%	0%	2.5%	1.3%	5.1%	0%		93.7%
Springburn Academy	39	55	7	27	0	4	2	11	0	145	
	26.9%	37.9%	4.8%	18.6%	0%	2.8%	1.4%	7.6%	0%		91.0%
St Andrew's Secondary School	121	73	16	68	3	2	1	11	1	296	
	40.9%	24.7%	5.4%	23.0%	1.0%	0.7%	0.3%	3.7%	0.3%		95.6%
St Margaret Mary's Secondary School	11	29	2	14	0	1	3	5	1	66	
	16.7%	43.9%	3.0%	21.2%	0%	1.5%	4.5%	7.6%	1.5%		86.4%
St Mungo's Academy	49	53	7	40	2	0	4	13	0	168	
	29.2%	31.5%	4.2%	23.8%	1.2%	0%	2.4%	7.7%	0%		89.9%
St Paul's High School	39	64	10	23	1	0	3	7	0	147	
	26.5%	43.5%	6.8%	15.6%	0.7%	0%	2.0%	4.8%	0%		93.2%
St Roch's Secondary School	40	35	7	19	0	1	4	6	0	112	
	35.7%	31.3%	6.3%	17.0%	0%	0.9%	3.6%	5.4%	0%		91.1%
St Thomas Aquinas Secondary School	69	41	7	25	1	0	0	10	0	153	
	45.1%	26.8%	4.6%	16.3%	0.7%	0%	0%	6.5%	0%		93.5%
Whitehill Secondary School	24	31	3	20	0	0	0	5	0	83	
	28.9%	37.3%	3.6%	24.1%	0%	0%	0%	6.0%	0%		94.0%
<b>GLASGOW</b>	<b>1692</b>	<b>1280</b>	<b>182</b>	<b>774</b>	<b>40</b>	<b>47</b>	<b>68</b>	<b>249</b>	<b>19</b>	<b>4,351</b>	
	38.9%	29.4%	4.2%	17.8%	0.9%	1.1%	1.6%	5.7%	0.4%		92.3%
<b>SCOTLAND</b>	<b>20,471</b>	<b>13,208</b>	<b>1,061</b>	<b>11,272</b>	<b>339</b>	<b>601</b>	<b>665</b>	<b>1,911</b>	<b>220</b>	<b>49,748</b>	
	41.1%	26.5%	2.1%	22.7%	0.7%	1.2%	1.3%	3.8%	0.4%		94.4%