

Warwickshire Education (WE) Strategy 2018-2023

'Working in partnership, celebrating
success, aiming for excellence'

Review

Autumn 2019



WE1
Early
Years



WE2
An
Empowering
curriculum



WE3
Family of
Schools



WE4
Employability

Introduction

The Warwickshire Education Strategy is about keeping the safety, wellbeing and learning experience of children and young people at the heart of everything we do. We value the partnership that underpins this work. We have a shared interest in improving outcomes for children and young people to help them be the best that they can be. We will be a learning partnership, reflecting and taking on board the lessons learned from our own experiences and from comparable organisations.

This year we have reintroduced the concept of an annual plan, do, review, analyse cycle for our education strategy. This review is at the heart of that cycle. We will listen to and respect those we serve. We will recognise effort, achievement and contribution. We will be helpful, reliable and accountable for all our actions.



Peter Kent

Chair of the Education Challenge Board and headteacher, Lawrence Sheriff School



Ian Budd

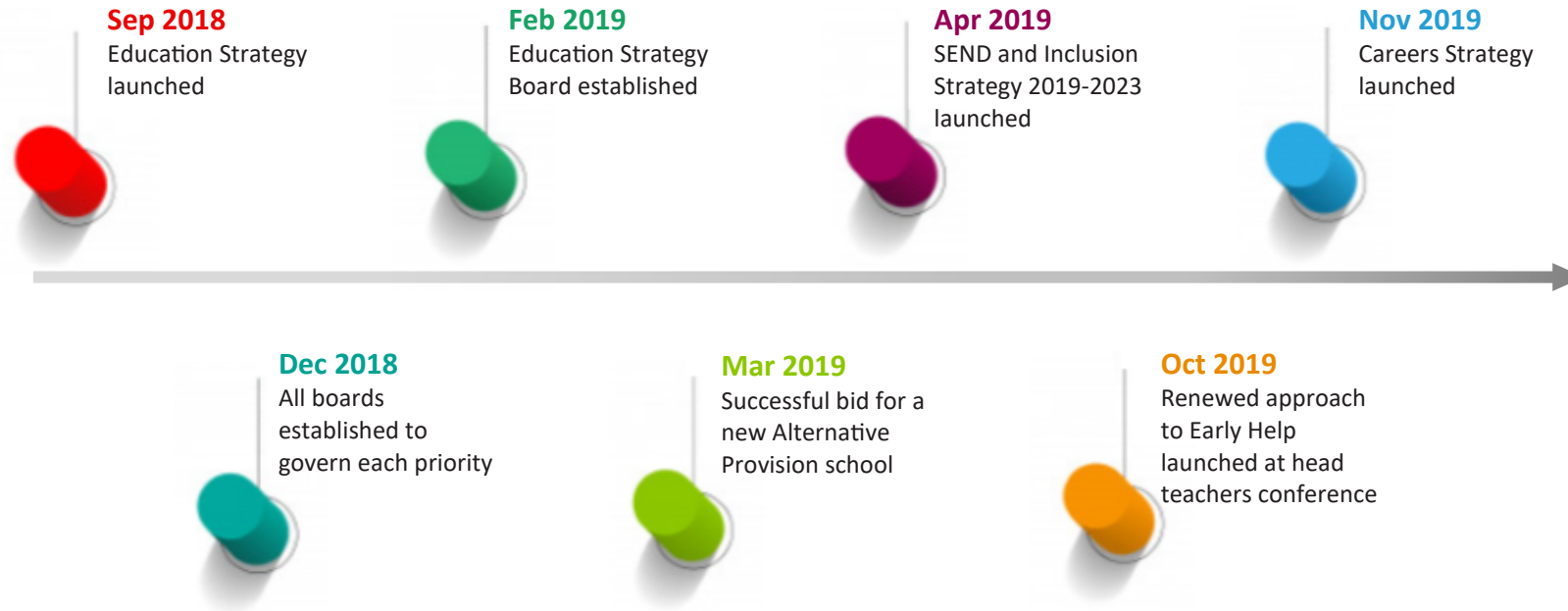
Assistant Director for Education Services

Over my 21 years as a headteacher education strategies have come and gone. To be honest the only one that really sticks in my mind or indeed speaks to me about the job I do each day in school, is this one. The brevity and clarity of the document are entirely admirable, but for me the part that really matters is it's ongoing commitment to us all working together to co-construct the future in the best interests of children in Warwickshire.

This annual review provides a very encouraging assessment of our successes to date. Whilst much has already been achieved, we recognise that there is still work to do and will continue to draw on that spirit of shared enterprise as we move towards the ambitious goals that we have set ourselves.



The journey so far





Early Years

Achievements in 2018/19:

Early Years Aspiration Networks launched to provide workforce development opportunities to improve quality of provision and outcomes for children

Early Years board established to govern and implement this priority

Integrated Early Years Strategy 2020-25 drafted

The percentage of early years providers that are judged by Ofsted as good / outstanding in Warwickshire continues to exceed the national figure

[Early Years sufficiency assessment](#) completed for 2019 concluding that the supply of early years and childcare places in Warwickshire is good

Our challenge is to foster children's love of learning from birth through early childhood and into Year 1 so that all young children achieve their potential.

Together, we will champion the **Early Years Foundation Stage (EYFS)**. In 2018/19 we will:

- co-ordinate high quality training
- help parents to provide language-rich learning at home
- secure sufficient childcare
- check that safeguarding arrangements are robust.

Next steps:

Publish an integrated Early Years strategy that is endorsed by Warwickshire Cabinet and is sufficiently resourced

Embed the work of the Early Years Board to monitor the Early years strategy

Secure funding for a ring-fenced budget for 2-year olds with physical disabilities to enable them to access provision

Future Priorities:

Improve support for workforce development across the sector to improve quality standards

Provide support for the Early Years sector to improve the home learning environment



In Focus

The gap in Good Level of Development at age five for disadvantaged compared with non-disadvantaged learners has increased in Warwickshire reflecting the national picture.

The draft early years strategy considers approaches to closing the gap for the early years cohort. Closing the gap remains a priority across all formal key stages in this strategy



Learners Currently Missing Education

Next steps:

Identify a sponsor for new AP free school

Ensure new AP free school is fit for purpose to support the WCC strategy

Continue development of the alternative provision offer within the primary school sector

Continue to support existing AP providers to become registered with the DfE and deliver value for money.

Ongoing review of the ABP structures and procedures maximising the success of the reintegration of vulnerable children through managed moves or FAP

The wellbeing of **Learners currently missing education** will improve as will their educational outcomes.

By September 2019, all children and young people of school-age will have a suitable educational placement, and will be enjoying their learning. We will support children and young people who find conventional schooling difficult so that they can still achieve their potential.

[Alternative Provision framework](#) launched in Dec 2018 with second round of providers added in summer 2019

New single [Fair Access Protocol](#) for primary and secondary launched.

Elective Home Education parents forum launched developing positive links between EHE families and the LA

Successful bid for a new Alternative Provision free school that will cater for some of the most vulnerable children in Warwickshire

AP alliance which is supporting alternative providers to raise standards through the quality assurance processes and preparation for registration with the DfE

New managed move protocol established and working effectively, showing a 50% reduction in permanent exclusions

Achievements in 2018/19:



In Focus

Reduce the length of time that children remain in Alternative Provision (AP) following permanent exclusions by preparing them for reintegration into mainstream via the fair access protocol.

This will mean that children will have access to a broader and balanced curriculum within their mainstream that is not always available in Alternative Provision improving their life chances.





Learners eligible for Pupil Premium



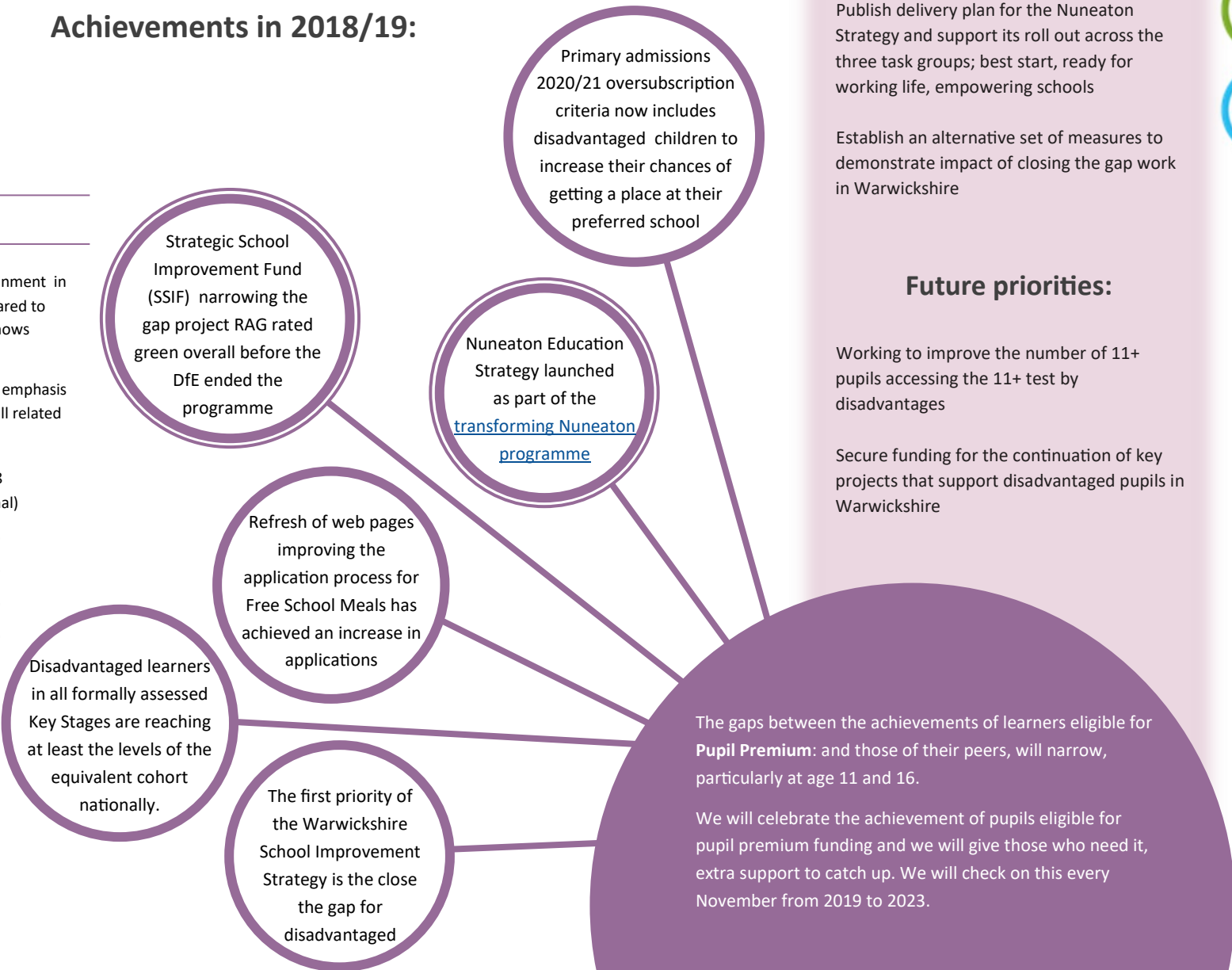
Achievements in 2018/19:

In Focus

Warwickshire disadvantaged learners attainment in all formally assessed Key Stages compared to national disadvantage attainment shows Warwickshire is behind:

Closing the gap board agreed a change of emphasis that closing the gap be a priority across all related services

	2018 (WCC)	2018 (national)
EYFSP (GLD)	56%	57%
Phonics	70%	72%
KS2 (RWM)	47%	51%
KS4 (E&M)	22%	25%



Next steps:

Publish delivery plan for the Nuneaton Strategy and support its roll out across the three task groups; best start, ready for working life, empowering schools

Establish an alternative set of measures to demonstrate impact of closing the gap work in Warwickshire

Future priorities:

Working to improve the number of 11+ pupils accessing the 11+ test by disadvantages

Secure funding for the continuation of key projects that support disadvantaged pupils in Warwickshire





Children who are Looked After

Children who are Looked After will be supported to reach their potential.

We will provide a wide range of opportunities such as leisure activities and apprenticeships. We will remove barriers and raise educational aspirations for Children who are Looked After and Care Leavers.



Achievements in 2018/19:

Positive changes to school cultures with an increase in Attachment Aware, Trauma Informed Schools and Designated training reducing fixed term exclusions

Virtual School service infrastructure consolidated to implement this priority

Virtual School Advisory Board established to govern and implement this priority

Revised and developed processes to better support Children Looked After with an EHC plan in times of transition

Effectively meeting revised duties around children previously looked after and working closely with the adoption team to improve educational experience and outcomes

Next Steps:

To assess and develop the offer of Warwickshire Schools that have an offer for asylum seekers and raise awareness of Asylum seeker needs in all Warwickshire schools

Support and challenge schools to understand and manage the causes of behaviour problems that lead to exclusions.

Encourage schools to continue their support for children that have moved location until they find a new permanent school place.

Future priorities:

Develop Virtual School Governance Board to enhance support for Warwickshire's Children Looked After (CLA), CLA living in Warwickshire and Children Previously Looked After



In Focus

Warwickshire's attainment gap between Children Looked After and all children has increased in 2019 whilst the national gap has decreased however the progress data is positive.

Further analysis is being undertaken to fully understand the cause of this gap increase with additional data available in the Spring term.

	2018 (WCC)	2018 (National)	2019 (WCC)	2019 (National)
EYFSP (GLD)	2.4%	24.5%	21.8%	22.8%
KS1	11.5%	38.4%	12.3%	37.9%
KS2 (RWM)	26.2%	40.3%	30.7%	37.2%
KS4 (E&M)	28.9%	35.5%	35.1%	33.3%



Learners with Special Educational Needs and Disabilities (SEND)



Achievements in 2018/19:



In Focus

Significant overspend forecasted for learners with high needs, children with disabilities and transport for SEND reflecting the national picture:

A Parliamentary select committee concluded that Local Authorities across the UK have a [significant shortfall in funding](#) whilst the National Audit Office has declared the system for supporting pupils with SEND [financially unsustainable](#).

WCC's proportion of the £700m additional funding for SEND across the nation announced by the DfE for 2020-21 only offsets a small proportion of the forecasted overspend. WCC are continuing to push for government reforms.

% of EHCPs issued within 20 weeks has increased from 60% in 2018 to 86% across the first three quarters in 2019

93% of children with EHC Plans in Good or Outstanding Schools; all specialist provision judged Good

57 supported internships in Warwickshire

[SEND and Inclusion Strategy](#) launched in April 2019 identifying a further six priorities in this area

All statements converted to EHCPs meeting DfE SEND reform requirements

Peer review highlighted strengths in relation to; robust working practices for Early Years, supported internships and employability aspirations and supporting children with complex needs

54 Early Years' settings have achieved the WInCKs status with a school aged pilot version launched in 15 schools

Next steps:

Implement and monitor SEND and Inclusion Strategy

To review and update the SEND Provision Matrix making it clear to schools and parent and carers what is expected as a graduated response to individual needs.

To publish a Warwickshire joint commissioning plan for learners with SEND, setting out how local needs are to be met through the local offer services.

To work with employers, schools and colleges to increase the offer of supported internships

Strengthen practice around co-production with parents and young people

Learners with **Special Educational Needs and Disabilities (SEND)** will be able to succeed in schools and settings close to home, and they will be supported towards becoming independent and employable.

We will continue to increase the number of high quality places in Warwickshire special and mainstream schools and settings. We will ensure that legal requirements for SEND assessments are met.



Learners with Social Emotional and Mental Health (SEMH) needs

Next steps:

- Work with NHS colleagues to ensure good places for schools and trainees
- Work with DFE to facilitate Mental Health Lead training
- Complete review of SEMH provision in Warwickshire Schools
- Continue roll out of WISSSP project

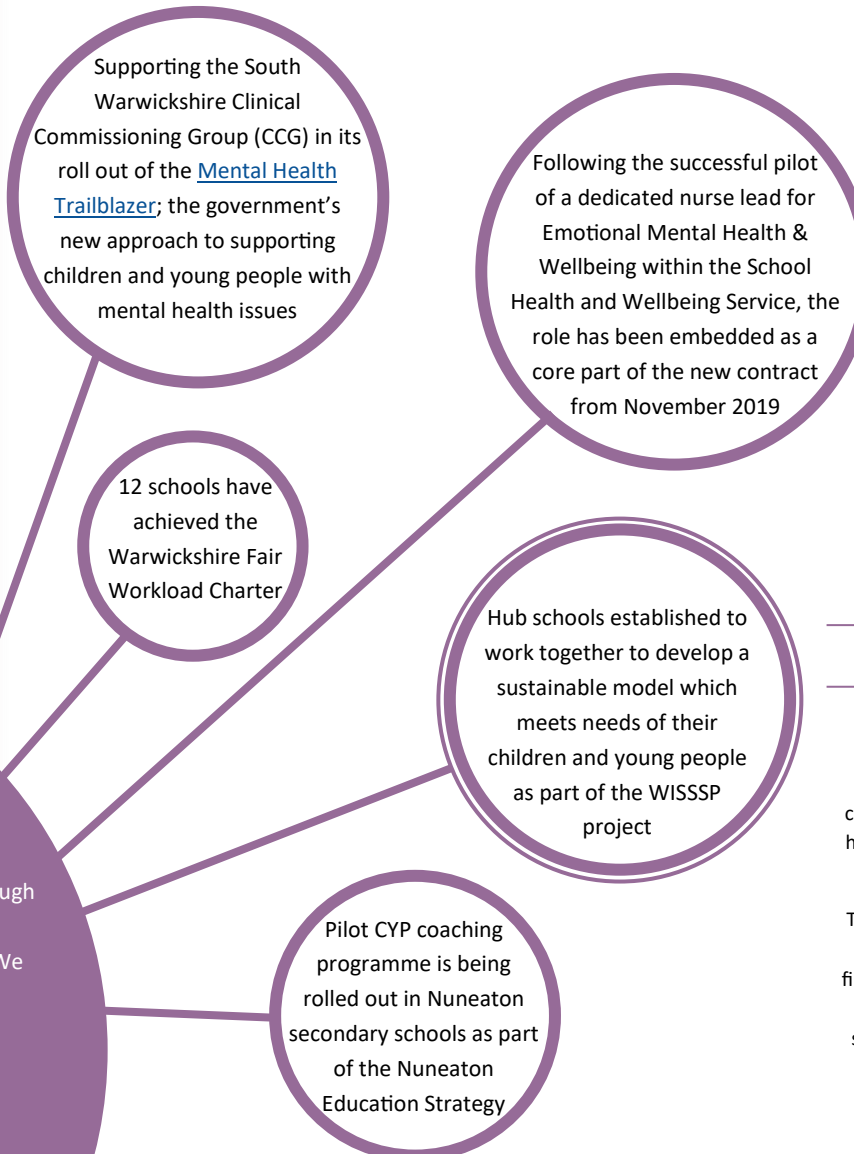
Future Priorities:

- Secure long term funding for SEMH
- Good practice sharing established through School Improvement's WISSSP and Family Wellbeing's SEMH audit

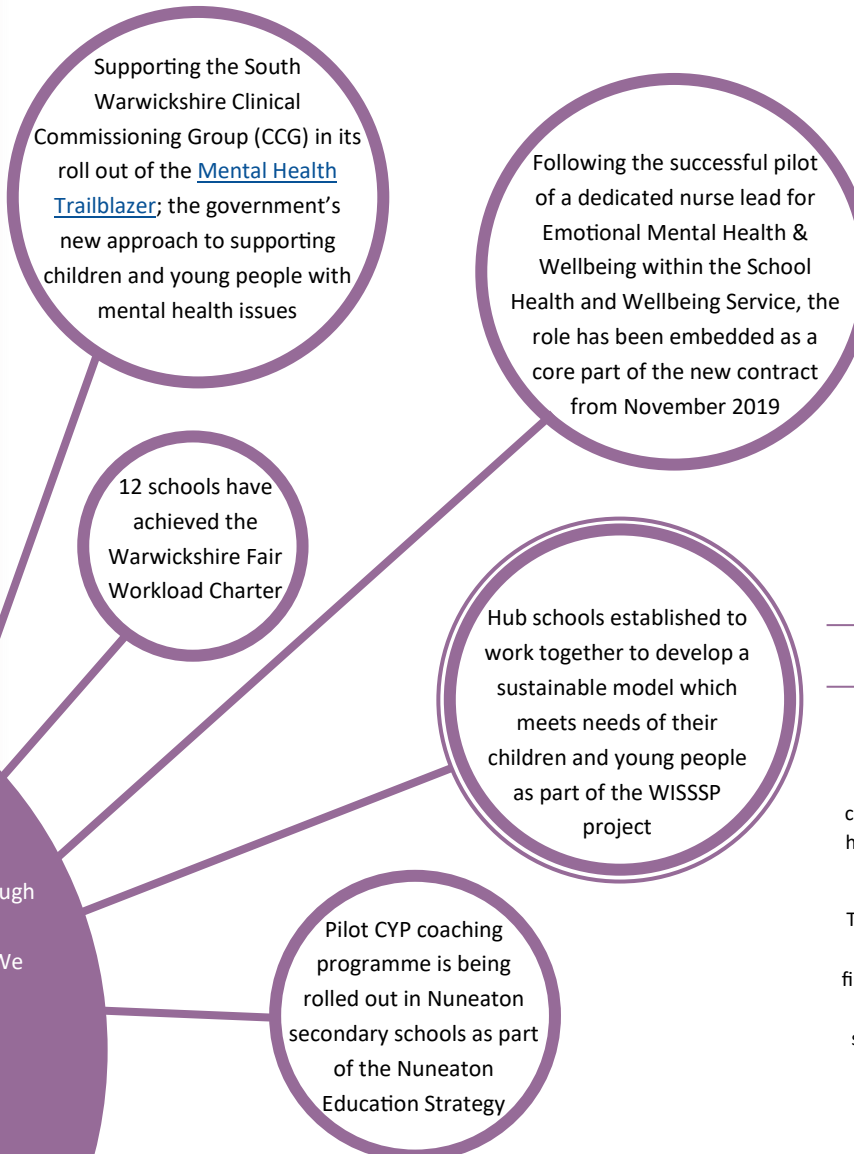
As a result of nurturing support from local communities, professionals, parents and learners with **social, emotional and mental health needs** will grow in confidence.

We will help learners to bounce back when things get tough by developing expertise in colleges, classes, schools and settings to support resilience and emotional wellbeing. We will provide clear routes to access local support services.

We will implement a Warwickshire Workload Charter to help school leaders demonstrate that staff workload is reducing.



Achievements in 2018/19:



In Focus

The Warwickshire Improving SEMH and SEND in Schools Project (WISSSP) aims to help mainstream schools to meet the needs of their most challenging children through workforce development. This project has been rolled out since summer 2019 and continues until December 2020.

The funding for WISSSP and other projects supporting young people with SEMH is a non WCC controlled, finite resource and as such there is no specific financial commitment to this priority. A future priority is to secure the sustainability of this priority with a longer term funding plan.





Warwickshire's Family of Schools



In Focus

Nuneaton has the lowest educational performance within Warwickshire with 44% of secondary school aged young people attending a school in the town which is judged by Ofsted to require improvement. BUILD ON STRENGTH

The Nuneaton Education Strategy is focused on 'Raising Aspiration, Working Together' with a multi-agency approach to improve education and prospects for the young people of Nuneaton.

Key stakeholders have now begun to work as three Task and Finish groups focused on the identified priorities:

- Best start possible start (0-5)
- Promoting Learning (5-19)
- Ready for work and life (16+)

Next steps:

Support development of the Warwickshire school improvement partnership

Publish delivery plan for the Nuneaton Strategy and support its roll out

Refresh the school improvement strategy

Future priorities:

Source funding for school improvement statutory functions

Independent travel training for pupils in special schools



Achievements in 2018/19:

[Sufficiency strategy](#) published 2018 along with subsequent annual sufficiency update in June 2019

WCC's capital investment in Warwickshire's family of schools totalling £30m

Nuneaton Education Strategy launched as part of the [transforming Nuneaton programme](#)

The percentage of Warwickshire pupils achieving the expected standard in all formally assessed key stages is better than or in line with national average

Since 2017, 56% of schools judged as less than good have, when re-inspected achieved a good or better outcome

[Warwickshire School Improvement Strategy](#) published with WCC as the champion of educational excellence

Redesign of web pages improving the application process for Admissions

Our challenge is for all learners to enjoy a high quality learning experience.

We will celebrate Warwickshire's **Family of Schools**: teaching schools, school companies, academies, community, Diocesan, maintained, multi-academy trusts, nursery, primary, secondary, special schools and school governors.

WCC will, on an annual basis:

- Anticipate growth in demand for places, maximising use of capital funding in local areas
- Efficiently administer school admissions.
- Continue to support governors in their vital role. The Warwickshire Challenge Board will continue to lead and coordinate school improvement and will organise support for schools facing difficulties. Teaching schools and multi-academy trusts will be invited to contribute to the school-led system. In 2019 a new 'App' will be developed to promote the success of Warwickshire schools in relation to WE 1, 2, 3 and 4

'App' development discontinued following further consultation with schools



Employability

Achievements in 2018/19:

Warwickshire Careers Hub established and integrated with WCC's Skills for Employment programme

Supportive employers forum established enabling businesses to offer employment opportunities to young people with SEND

57 supported internships in Warwickshire

Small businesses apprentice support programme launched

Promoted careers and apprenticeships hosting a range of events

New Careers Strategy developed and approved by cabinet ready for launch in 2020

Supported 6,000 pupils with the Digital School House project that provides a creative, digital careers education in a series of events across Warwickshire

Our challenge is to champion **employability** by promoting the best opportunities for all learners so that:

- The local economy can grow
- Young people can take on the responsibilities of adult life and wider participation in higher education
- Adult learners contribute to the local economy
- Young people make informed choices
- Young people move successfully into sustainable employment

We will develop and implement a county careers strategy, including apprenticeships, introduction of T-levels, monitoring numbers not in education, employment or training and liaison with the widening participation strategy

Next Steps:

- Launch the Careers Strategy
- Launch new section of the website to aid discovery employment and career opportunities
- Deliver 'My World of Work' to raise awareness of careers and employment opportunities in the county's priority sectors
- Continue work with supportive employers forum

Future Priorities:

- Develop a strategic approach around digital skills



In Focus

The percentage of 16-17 year-olds on apprenticeships is rising in Warwickshire whilst nationally numbers are falling (shown below).

Warwickshire NEETs planning and coordination group and the Skills for Employment Programme that work with schools to improve the skills of young people, raising awareness of apprenticeship opportunities and help them find employment are schemes that can be attributed to the success.

	National	WCC	
2017	6.4%	6.0%	▼
2018	5.9%	6.6%	▲
2019	5.5%	7.6%	▲

The way forward

Refreshed delivery plan

We want to raise the aspirations of the Education Strategy to achieve more for Warwickshire

Annual Cycle

Annually, we will pause for reflection each Autumn to review the Strategy with progress against key objectives reported on a termly basis

Refresh the strategy

The Education Strategy will be refreshed in Spring 2020 as we reflect on the first 18 months of the strategy and feedback we've received

Co-production

Co-production remains at the heart of this strategy and we wish to ensure this theme continues. We will develop a form to collect feedback on how we're doing



Looking ahead - our work programme 2019/20

Review and refresh completion

We will refresh the education strategy so that it strives to achieve more and continues to meet needs in Warwickshire

- ⇒ Gather and review feedback from partners on Education Strategy
- ⇒ Combine delivery plan and dataset for enhanced visualisation of progress against our key deliverables
- ⇒ Publish refreshed Education Strategy

Annual reporting

We will begin the annual reporting cycle which includes:

- ⇒ Spring, Summer and Autumn progress summaries
- ⇒ Case study showcasing good practice
- ⇒ Annual Autumn review - published Spring 2021

Continued focus on priorities

Although the Education Strategy has been refreshed, the strategic priorities remain the focus:

- ⇒ Foster children's love of learning
- ⇒ Promote a broad and empowering curriculum
- ⇒ Celebrate Warwickshire's family of schools
- ⇒ Champion employability

