

To the Chair & Members of Council

INDEPENDENT EDUCATION AND SKILLS COMMISSION: ONE DONCASTER REPORT – STATEMENT OF IMPLEMENTATION

Relevant Cabinet Member(s)	Wards Affected	Key Decision
Councillor Nuala Fennelly	All	Yes

EXECUTIVE SUMMARY

1. After an intensive review, the Independent Doncaster Education and Skills Commission published its report on 21st October 2016. The report identified seven characteristics of an effective system, and made thirty recommendations to enhance, improve and strengthen our provision in the borough. The Commission also pointed out that there is a lot of great work and good practice already going on and, in many cases, Doncaster simply needs to start connecting better.
2. The report has subsequently been subject to extensive consultation. We have asked for opinions from teachers and academics; from skills and training professionals; from the business community; from parents and, perhaps most importantly, from the young people who these changes will most affect. The response has been overwhelmingly positive, and any reservations have centred around implementation, not the actions themselves. The Commission's time was well-spent, as their report is accurate, fair and incisive – and it provides us with a platform to make a very positive change.
3. In order to make good on the promise of this important document, the consultation has indicated a few changes to its structure, a reconfiguring of some of the details in order to enable us to move forward to delivery. We formally adopt the three key messages of the report, and we fully accept the four strengths and challenges it identifies. We intend to adopt four of its seven characteristics and add one of our own (innovation and enterprise). The remaining three characteristics are moved into recommendations. We have also reduced the number of recommendations from thirty to five: the remainder become actions for implementation. Nothing has been lost, simply re-ordered and re-prioritised as appropriate. The focus, therefore, will be on delivering the recommendations as four distinct strands of an overall programme of change. These strands are:
 1. Education and Skills Partnership Board (Implementation Board)
 2. Whole Person Whole Life Focus
 3. Skills for Growth
 4. Schools Partnership: The Professor Sir Tim Brighouse Challenge
 5. Reviews
4. We are already acting upon the recommendation to create an Education and Skills Partnership Board with the appointment of joint chairs: one from the world of education, and one from the world of business. Representing education is Professor Chris Husbands, Vice Chancellor of Sheffield Hallam University and a leading

academic, educationalist and public servant. Nigel Brewster, local businessman; Vice Chair of the Local Enterprise Partnership, and someone who played a key role in the creation of the One Doncaster report will represent business. This is a positive development and further demonstrates our statement of intent. Their first task will be to help us create a detailed implementation plan.

Overall Council Vision

5. The next few years present a massive opportunity and challenge for the borough, its citizens, families and businesses. Whilst Doncaster is well-placed in terms of its growing economy there is a need to maintain momentum with even less public service resources. This will demand a relentless focus on the things that matter most for Doncaster and its people, and a shift to a new operating model, defined by prevention, integration and crucially, co - production with citizens and communities.
6. The launch of the 'Doncaster Story' in 2016 showed what a powerful story we have to tell. We need to tell it more often to raise local aspirations and boost the borough's appeal as a great place to live, learn, work and visit. One of our biggest challenges is to recognise and celebrate our successes, our businesses, our public sector, our people. We have a great story to tell of thinking bigger and wider; of taking risks, creating a 'place led' approach for what we do; of truly engaging and involving business; of a pro-active approach to developing young people; of putting quality at the heart of what we do; and of growing the economy.
7. Ros Jones, as both the Chair of the Team Doncaster Strategic Partnership and the Elected Mayor of Doncaster, has made a commitment to implement the recommendations from the Education and Skills Commission One Doncaster Report to ensure all children and young people have a quality education; and the skills to secure quality jobs as part of our wider place vision and strategy.

RECOMMENDATIONS

8. That the response and approach is endorsed by Full Council, in order that we can continue to develop our plans, including formally establishing an Education and Skills Partnership Board to commission and oversee implementation of the One Doncaster Report recommendations.

WHAT DOES THIS MEAN FOR THE CITIZENS OF DONCASTER?

9. The Independent Education and Skills Commission One Doncaster Report is likely to have a long-term impact on the citizens of Doncaster, as its recommendations aim to address challenging long-standing issues, which require a co-ordinated and strategic response. Ultimately, the report aims to improve education and skills levels in the borough that will lead directly to increased employment opportunities and better chances in life, as well as raising aspiration and increasing social and cultural participation.

BACKGROUND

10. The borough of Doncaster has an unprecedented range of emerging economic opportunities and subsequent employment growth. To take full advantage of these opportunities businesses, schools, colleges and public services in Doncaster will need to work together in new and different ways. The recommendations contained in the

One Doncaster report, as put forward by an independent group of prominent educationalists and other experts, give us a very clear steer on how to fundamentally overhaul our education and skills provision in time to support young people and businesses to gain from imminent new investment and economic growth.

11. The Commission took oral and written evidence from as wide a range of sources as was feasible. It took evidence through a mixture of open and closed sessions. Most of all the Commission listened, eliciting views and experiences that are real, meaningful and relevant. It ensured that all contributions were respectfully considered. It's approach:
 - Focussed on Doncaster's assets and how these link to opportunities;
 - Looked to build upon ambition and aspiration;
 - Was forceful about its independence; and
 - Was not just about education and skills – but also the cultural and social wealth of the community.
12. The full findings of the report were launched at an event at the Keepmoat Stadium on Friday 21st October 2016, presented by national education expert and the Commission's Chair, Dr Ann Limb. Dr Limb summarised that the key attributes of a model education and skills system can be found in Doncaster, together with the presence of some notable 'energy creators' and 'change makers' but that greater partnership working was key to progress. The launch was well attended by over 100 local stakeholders including young people, representatives from the education, business and voluntary sectors, The Mayor, Council and political leaders and all three Doncaster MPs. The Commission made thirty recommendations for action which underpin the seven characteristics of a successful education and skills system for Doncaster.

The Doncaster Declaration

13. The report recommendations are based upon evidence presented in the context of the three key messages for Doncaster to thrive and the seven characteristics that together make up the Doncaster Declaration:
 1. **For Doncaster to thrive it is vital that its education and skills system enables everyone to thrive by learning and acquiring new skills throughout their lives**
 2. **For Doncaster to thrive it is vital that its education and skills system educates the whole person**
 3. **For Doncaster to thrive it is vital that its education and skills system is characterised by a shared vision and excellent partnership working with clear lines of communication and accountability**
14. The One Doncaster report also identified seven key characteristics of a successful education and skills system in Doncaster. It states for Doncaster's education and skills system to thrive we need to:
 1. **Demonstrate great distributed leadership** that embodies a collective vision and a commitment to long-term delivery and regular monitoring of achievement;
 2. **Develop a 'whole person whole life' focus** that helps all children and young people and adults to find, value and use all of their talents for their own growth and for the benefit of the wider community;
 3. **Create a local all-age careers and employment guidance system** that guarantees access to high quality, independent information, advice and guidance about educational and skills choices;
 4. **Promote ambition and aspiration** for all by encouraging leaders, parents, teachers, schools, education and training providers, and businesses to set the

- highest expectations of themselves and others, so that everyone throughout Doncaster is 'constantly improving on their previous best';
5. **Provide outstanding teacher development opportunities** that ensure that Doncaster develops, motivates, retains and recruits staff in ways that position Doncaster as the best place to teach in the country;
 6. **Foster a commitment to creativity and inclusivity** based on developing resilience, confidence, innovation and enterprise in every citizen through formal and informal learning opportunities; and
 7. **Communicate and celebrate** the endeavours of all Doncaster's citizens, encouraging all of those with a stake in education and skills to work collaboratively for the good of learners.

One Doncaster Consultation

15. Post launch, consultation on the report commenced at the Team Doncaster Partnership Summit on 2nd November 2016 with over 80 people from across the wider partnership in attendance. The outcome of this consultation event resulted in the wider partnership signing up to 'The Doncaster Declaration' and discussion on the individual recommendations and phased approach. Group consultation sessions and also 1:1 meetings were also held. Consultation and awareness sessions undertaken included those with: Head Teachers Partnership Consultation Workshop; Sheffield Institute of Education; and Children and Families Strategic Partnership Board. Further consultation and awareness sessions included but were not limited to young person engagement via an extended Youth Council/School Council; and a young person service design event; Multi-Academy Trust Chief Executive Officers; Regional Schools Commissioner; and the 14-25 Board. A working group was established to co-ordinate and support the consultation process; and undertake analysis of consultation feedback/findings. Additionally two online surveys were also developed – one for young people and a second version for adults. Both were also accessible via social media – Twitter/ Facebook.
16. Partners discussed the need to have a more connected approach to communicating and celebrating both achievements and activities already established in Doncaster; the role of the business community in taking forward demand led requirements and creating employment opportunities in the borough particularly in relation to adult skills and access to work experience for those furthest away from the employment market; how the report will be communicated to young people; the importance of '**learning super powers**' to build confidence in our young people; and the importance of good information, advice and guidance.

Team Doncaster Response and Statement of Implementation

17. At its meeting held on 18th January 2017 Team Doncaster Strategic Partnership confirmed its formal adoption of the Independent Education and Skills 'One Doncaster' Report, and stated its intention to proceed to implement its recommendations. Based on the discussions at the meeting, the production of a Team Doncaster Response Statement of Implementation would include four of the seven characteristics adopted from the 'One Doncaster' Report and a further one added (Innovation and Enterprise) The remaining three characteristics are moved into recommendations. The number of recommendations has also been reduced from thirty to five: the remainder became actions for implementation. Nothing has been lost, simply re-ordered and re-prioritised as appropriate.
18. The statement of implementation was launched by The Mayor and shared at the Ambassador Event held on 1st February 2017; the establishment of an Education and

Skills Partnership Board (ESPB) is now a key priority. Joint chairs have been appointed: Professor Chris Husbands, Vice Chancellor of Sheffield Hallam University will represent education; and Nigel Brewster, local businessman and current Vice Chair of the Local Enterprise Partnership, will represent business. Their first task will be to help create a detailed implementation plan. There is an acknowledgment that there are profound issues around skills and whilst solving this will take time; tackling the current skills challenge should be high on the agenda once the ESPB has convened.

19. Next steps will include:
 - A meeting of the Joint Chairs to agree the establishment and membership of the Education and Skills Partnership Board;
 - Meeting with partners to agree a way forward on establishing a joint programme office;
 - Holding early planning and scoping meetings with businesses, schools and public services; and
 - Meeting with the Regional Schools' Commissioner.
20. The Commissioners will return in Spring 2018 to assess where we are and review our improvement plan.

CORPORATE PLAN

21. The next stage of the Council's improvement journey requires an even greater focus on the things that matter most for Doncaster and its people, including the actions that will have the greatest impact; achieving 'inclusive growth' that connects people to opportunity; and a whole person, whole life focus.

Doncaster Learning - Residents have the knowledge and skills for life, creativity and employment.

22. The Council and its partners in Team Doncaster have identified four inter-related priority themes to frame the collective effort to improve quality of life for residents in the borough and these are: Doncaster Working; Doncaster Caring; Doncaster Living; and **Doncaster Learning**: these will form the updated Corporate Plan 2017-18 presented at Cabinet on 14th February 2017. The Corporate Plan 2017-18 shifts the balance from monitoring indicators and service measures to driving delivery underpinned by a focus on achieving inclusive growth – which means local people are able to benefit from the employment opportunities being created.
23. By implementing the recommendations from the Independent Education and Skills Commission One Doncaster Report this will help to ensure all children and young people have a quality education and the skills to secure quality jobs.

Social Mobility Opportunity Areas

24. Quality of life still varies significantly across the borough and we must therefore place a greater emphasis on tackling inequalities and promoting social mobility, for example using Doncaster's new Opportunity Area status to help local children get the best start in life, no matter what their background. Pending agreement with the Department for Education there is potential for the newly established Education and Skills Partnership Board to oversee this area of work.

IMPACT ON THE COUNCIL'S KEY OUTCOMES

25. The Education and Skills One Doncaster Report is set around key strands: a whole person whole life focus; skills for growth; and school improvement. The impact on the Council's key outcomes can be found below:

Outcomes	Implications
<p>All people in Doncaster benefit from a thriving and resilient economy.</p> <ul style="list-style-type: none"> • <i>Mayoral Priority: Creating Jobs and Housing</i> • <i>Mayoral Priority: Be a strong voice for our veterans</i> • <i>Mayoral Priority: Protecting Doncaster's vital services</i> 	<p>Good all-age education and skills systems:</p> <ul style="list-style-type: none"> • Enable us to prepare our children and young people and adults for employment in the future, in turn helping the economy to grow and flourish; and • Enable citizens to benefit from local job opportunities and enable employers to benefit from a talent bank of skilled employees supporting the creation of new jobs and safeguarding our communities by creating and maintaining opportunity in the local area. <p>Good all-age education and skills systems:</p> <ul style="list-style-type: none"> • Support families to thrive by preparing children and young people and adults for future employment; and • Will provide modern, value for money services <p>Strong education and skills systems require partnership working with strong leadership and governance</p>
<p>People live safe, healthy, active and independent lives.</p> <ul style="list-style-type: none"> • <i>Mayoral Priority: Safeguarding our Communities</i> • <i>Mayoral Priority: Bringing down the cost of living</i> 	
<p>People in Doncaster benefit from a high quality built and natural environment.</p> <ul style="list-style-type: none"> • <i>Mayoral Priority: Creating Jobs and Housing</i> • <i>Mayoral Priority: Safeguarding our Communities</i> • <i>Mayoral Priority: Bringing down the cost of living</i> 	
<p>All families thrive.</p> <ul style="list-style-type: none"> • <i>Mayoral Priority: Protecting Doncaster's vital services</i> 	
<p>Council services are modern and value for money.</p>	
<p>Working with our partners we will provide strong leadership and governance.</p>	

RISKS AND ASSUMPTIONS

26. The agreement to establish a Commission has emerged out of a strong partnership fostered within Team Doncaster. Consequently the assumption is that there is sufficient interest and engagement across stakeholders to work in partnership to effect ambitious change in the education and skills sectors in Doncaster. The approach of the Commission was a listening one. The risks of not consulting on its recommendations are that that the wider ownership of its recommendations is diluted. The Commission's recommendations are highly ambitious and aspirational and the job

of consultation is to test the local appetite for change.

LEGAL IMPLICATIONS

27. In accordance with Section 10 of the Education and Skills Act 2008 a Local Education Authority must ensure its functions are (so far as they are capable of being exercised) exercised so as to promote the effective partnership in education and training of persons belonging to its areas who have left full time compulsory education but are not yet 18 and have not obtained a level 3 qualification (2 A levels). The eligible forms of education or training are a) appropriate full-time education or training; b) a contract of apprenticeship; or c) part-time education or training towards an accredited qualification as part of full-time occupation or alongside occupation of more than 20 hours a week.
28. LEAs are able to take certain enforcement action against parents of young people who are not fulfilling their duty to participate, where this would be in the interests of ensuring that the young person participates. Section 68 places a duty on local education authorities in England to make available to young people and relevant young adults (a person aged 20 to 24 years who has a learning difficulty) for whom they are responsible such services as they consider appropriate to encourage, enable or assist them to engage and remain in education or training - this is known as the Connexions services.
29. The Government is presently consulting on its green paper on the Industrial Strategy where local authorities working with Local Enterprise Partnerships (LEPs) are the key institutions to take forward the Industrial Strategy at the local level. The objective of our modern industrial strategy is to improve living standards and economic growth by increasing productivity and driving growth across the whole country.
30. The individual recommendations that make up the One Doncaster report will require specific and detailed legal advice as they develop further.

FINANCIAL IMPLICATIONS

31. There are no specific financial implications relating to the recommendations in this report (which is for information purposes), however, the action plan, which the Education and Skills Partnership Board proposes will require financial investment. At this stage it is difficult to quantify, but an estimate is between £100k and £200k and is proposed to be funded through the Service Transformation Fund. The Chief Financial Officer in consultation with the Mayor must approve any request for Service Transformation Funding, before any approved funds can be drawn down.
32. As explained above under 'Social Mobility Opportunity Areas', an announcement in January by the DfE granted Doncaster status as one of the 12 new Opportunity Areas. The DfE will make available up to £72 million for the 12 areas to support work across early years, schools, further and higher education. Further details on the allocation of the £72m are yet to be provided and discussions are on-going between the Council and the DfE.

HUMAN RESOURCES IMPLICATIONS

33. There are no human resource implications arising from this report.

TECHNOLOGY IMPLICATIONS

34. There are no technology implications arising from this report.

EQUALITY IMPLICATIONS

35. In line with the corporate approach to compliance against the Equality Act 2011, due regard must be shown across all activity within the Council. As the Education and Skills Commission One Doncaster Report draws together a diverse range of activities at a strategic level, a due regard statement is not required. All the individual components that underpin the One Doncaster Report may require a due regard statement to be completed and reported as and when appropriate.

CONSULTATION

36. During the development of the Education and Skills Commission One Doncaster Report consultation has taken place with Doncaster MBC leaders, officers and teams; politicians including The Mayor, Cabinet Members, leaders of opposition parties and Overview and Scrutiny members; Doncaster MPs; voluntary and community organisations; young people and families; schools and education providers; higher education and training providers; and Doncaster's business community.

BACKGROUND PAPERS

Independent Education and Skills One Doncaster Report
Team Doncaster Response and Statement of Implementation
Corporate Plan 2017-18 – 14th February 2017 Cabinet Report
The Doncaster Story

Gov.UK Press Release on Social Mobility Opportunity Areas:

<https://www.gov.uk/government/news/education-secretary-announces-6-new-opportunity-areas>

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