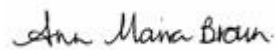


Crawley Borough Council

Social Mobility Scrutiny Panel

Agenda for the **Social Mobility Scrutiny Panel** which will be held in **Committee Room B - Town Hall**, on **Tuesday, 11 September 2018** at **6.00 pm**

Nightline Telephone No. 07881 500 227



Head of Legal and Democratic Services

Membership:
Councillors

K Sudan (Chair), M L Ayling, T G Belben, R S Fiveash, I T Irvine,
K L Jaggard and L Vitler

Please contact Democratic Services if you have any queries regarding this agenda.
democratic.services@crawley.gov.uk
Published 30 August 2018

Emergency procedure for meetings will be circulated to Councillors and visitors attending this meeting. Please familiarise yourself with these procedures and the location of fire exits.



Switchboard: 01293 438000
Main fax: 01293 511803
Minicom: 01293 405202 DX:
57139 Crawley 1
www.crawley.gov.uk

Town Hall
The Boulevard
Crawley
West Sussex
RH10 1UZ

The order of business may change at the Chair's discretion

Part A Business (Open to the Public)

	Pages
1. Apologies for Absence	
2. Disclosures of Interest & Whipping Declarations	
In accordance with the Council's Code of Conduct, Councillors of the Council are reminded that it is a requirement to declare interests where appropriate.	
3. Minutes	5 - 8
To approve as a correct record the minutes of the Social Mobility Scrutiny Panel held on 23 July 2018.	
4. Witness Sessions	
The Panel has invited representatives from West Sussex County Council (WSCC) and The Springboard Project to help inform their investigation.	
Both Councillor Richard Burrett and a representative from the County Council have been invited to offer views on education, skills and associated employment in West Sussex and to understand the challenges the services face – now and in the future, together with the provision of initiatives and support currently being provided.	
The Springboard Project has also been invited as one of the providers for disabled children, young people and families in the area to provide information on the current challenges, together with possible solutions.	
Whilst the individuals named above identifies those witnesses anticipated to speak at the meeting, this may change subject to availability and, at the discretion of the Chair. Further witnesses may be called in addition or instead of those listed above should they be unavailable.	
5. General Update and Actions for the Next Meeting	
To receive any relevant updates/information from Officers and Panel Members, including additional information required to advance the forthcoming meetings.	
To include:	
a) Update on consultation with Head Teachers.	
b) What additional information the Panel requires to help progress or complete the review.	

- c) Any further evidence and research to be conducted.
- d) 3 October meeting is planned to finalise recommendations and determine whether the Panel is ready for a final report to be drafted for submission to a meeting of the Overview and Scrutiny Commission and, if so, to agree how this report should be prepared.

6. Recommendations

To agree any recommendations from this meeting to be included into the draft report.

7. Supplemental Agenda

Any urgent item(s) complying with Section 100(B) of the Local Government Act 1972.

This information is available in different formats and languages. If you or someone you know would like help with understanding this document please contact the Democratic Services Team on 01293 438549 or email: democratic.services@ Crawley.gov.uk

This page is intentionally left blank

Crawley Borough Council

Minutes of Social Mobility Scrutiny Panel

Monday, 23 July 2018 at 6.00 pm

Councillors Present:

K Sudan (Chair)

T G Belben, R S Fiveash, I T Irvine, K L Jaggard and L Vitler

Officers Present:

Heather Girling	Democratic Services Officer
Chris Harris	Head of Community Services
Ana Maria Maddock	Employ Crawley Partnership Officer
Clem Smith	Head of Economy and Planning
Victoria Wise	Community Services Manager

Apologies for Absence:

Absent:

Councillor M L Ayling

1. Disclosures of Interest & Whipping Declarations

No disclosures or whipping declarations were made.

2. Minutes

The minutes of the Social Mobility Scrutiny Panel held on 13 June 2018 were approved as a correct record and signed by the Chair.

3. Witness Sessions

The Chair provided some background information on the Panel and then witnesses were asked to offer views education, skills and employment in West Sussex and assist the Panel to understand the challenges the services face – now and in the future, together with the provision of initiatives and support currently being provided.

The Panel received a presentation from Ana-Maria Maddock from Employ Crawley which explained the background to Employ Crawley as “a collaboration between CBC and WSCC that offered a range of services provided by the public, private and voluntary sector to help local people get the right jobs and local employers the right people”.

Members were informed that:

Agenda Item 3

Social Mobility Scrutiny Panel (13)
23 July 2018

- Employ Crawley ensures customers can access one to one support from a single point of contact, advice about finding work and how to secure job, direct from employers.
- It provides access to unique workshops and courses delivered by specialists.
- It provides continuing support when in employment with access to advice on how to develop a career.
- Activities include Gatwick Airport Ltd (GAL) Employability Programme, job fairs, workshops and community outreach. Work is undertaken with partners and businesses.

Following the presentation, the following views were expressed:

- Acknowledgement that upskilling of individuals provides an opportunity to aspire and build confidence.
- Recognition that many large companies exist within the town (eg Thales, Elekta, B&CE as well as CBC). There is a need to promote organisations.
- Acknowledgement of the potential barriers to employment that had been observed since the introduction of Employ Crawley.
- The ongoing work with partners and businesses strengthens the aims of Employ Crawley whilst highlighting the value of individuals.
- It was noted that further resources would benefit the support offered and upward trend in footfall and access to jobs.

Clem Smith, Head of Economy and Planning (CBC) had also been invited in order to provide additional information and a detailed update on the status of the Crawley Employment and Skills Plan (2016-2021), together with any current data. Panel Members received a presentation updating them on current progress and were informed that:

- There was disparity in average wage levels between Crawley residents and Crawley employees (*as documented in report PES/194*).
- There were 4 aims of the Employment and Skills Plan:
 - Development & Infrastructure – strengthen collaboration between CBC, developers, education providers and construction industry to boost opportunities.
 - Employability & Social Inclusion – increase employability of disadvantaged and hard to reach groups by helping them overcome barriers to work.
 - Business & Employers – enable discussions between training providers and businesses to develop new training courses to address business skills gaps.
 - Education & Schools – increase number of local employers taking on apprentices and expand local career advice and access to higher education.
- Town Centre Skills Academy due to launch autumn 2018.
- Gatwick Skills Laboratory will reside as part of Crawley College offer. Analysis will be undertaken for the Crawley Business Skills Gap Needs analysis to provide a menu of business training needs to feed into the Gatwick Skills Lab Programme.
- Careers fairs take place annually and enterprise advisors provide regular advice to secondary school students.
- The long term aims of the Employment & Skills Plan was for local residents to access better jobs and for businesses to grow by being able to recruit to fill skills gaps.

Following the presentation, the following views were expressed:

- Acknowledgement that there had been challenges in partnership engagement with higher education provision, however the work being undertaken in the

Agenda Item 3

Social Mobility Scrutiny Panel (14)
23 July 2018

Employment and Skills Plan and the work with Crawley College and partners sought stronger partnership working.

- Clarification regarding the regular careers fairs and the businesses attendance. It was felt it would be beneficial for students to view a wide variety of organisations.
- Recognition that key priorities involved marketing the town in order to aspire young people and promoting the opportunities that exist.
- Acknowledgement that there was a gap in provision for adult learning and re-training was challenging. There was an opportunity for bringing training providers together to embark upon a solution.
- It was noted that aspiring primary school children was important and it would be beneficial to deliver intervention and careers advice at junior levels.
- Future investment from businesses may assist in the volatility of the job market, resulting in sustainable living and working in the same place.

RESOLVED

That Panel Members thanked all witnesses for their attendance and contribution.

4. General Updates & Actions for Next Meeting

The Chair updated Panel Members on work that had been recently undertaken:

- Visit had been undertaken to Crawley Open House and Chair's report had been issued to Panel Members.
- Head Teachers had been consulted upon with regards to seeking views on the Draft School Effectiveness Strategy 2018-2022. To date only two responses had been received and the Chair requested that should Panel Members have contacts with schools that this be followed up.
- Councillor Burrett (WSCC Cabinet Member for Education and Skills) had accepted the invitation to attend the forthcoming meeting. Unfortunately Deborah Myers (Director of Education and Skills) had since left WSCC, but a substitute would be attending. Panel Members were reminded to identify relevant questions for this meeting.
- Communication had been undertaken with a community/voluntary group who was interested in being involved in the scrutiny review.

It was discussed that there had previously been language, literacy and numeracy courses within the Council, which had been undertaken by Crawley College. However it was felt that the demand for such courses had decreased. Further discussions took place relating to apprenticeships, particularly those at the Council.

Following the comprehensive witness sessions the following actions points were agreed.

RESOLVED

1. That where contacts already exist, Panel Members contact and seek views from Head Teachers on the new Draft School Effectiveness Strategy that WSCC had been consulting upon.
2. That the Chair invite a representative from Springboard to attend the forthcoming meeting.
3. That Panel Members identify a clear set of questions to ask representatives attending witness sessions.
4. That further information would be obtained from the Council's HR regarding apprenticeships.

Agenda Item 3

Social Mobility Scrutiny Panel (15)
23 July 2018

5. Recommendations

Following the witness sessions and the actions points above, it was agreed that the following be determined for possible inclusion in the draft report.

RESOLVED

1. That as part of the Employment and Skills Plan, consideration be given for bringing training providers together to embark upon a solution for adult learning and re-training (adult education).
2. That as part of the Employment and Skills Plan, further work be undertaken with the 'Information and Advice Group' (IAG) to engage with junior children and careers advice, particularly on how to assess pathways.

Closure of Meeting

With the business of the Social Mobility Scrutiny Panel concluded, the Chair declared the meeting closed at 8.05pm

K Sudan
(Chair)