
REPORT TO:	FINANCE AND MANAGEMENT	AGENDA ITEM: 14
DATE OF MEETING:	10 FEBRUARY 2022	CATEGORY: DELEGATED
REPORT FROM:	CHIEF EXECUTIVE	CATEGORY: OPEN
MEMBERS' CONTACT POINT:	FRANK MCARDLE (01283 595702) frank.mcardle@southderbyshire.gov.uk	DOC:
SUBJECT:	SUPPORTING ASPIRATIONS ACTION PLAN	
WARD(S) AFFECTED:	ALL	TERMS OF REFERENCE: FM05

1.0 Recommendations

1.1 To endorse the Supporting Aspirations Action Plan.

2.0 Purpose of the Report;

2.1 To propose a range of actions that will support disadvantaged young people in the District to realise their aspirations. This will focus on activities that the District Council can take forward, and that will make a positive contribution to the South Derbyshire Partnership's proposed aims to enhance Social Mobility in the District.

3.0 Detail

Introduction

3.1 A report to Finance and Management Committee on 25 November 2021 approved that the District Council should develop a cross-departmental action plan to support the realisation of the aspirations of disadvantaged young people in South Derbyshire.

3.2 The following areas were highlighted to support disadvantaged young people in the District:

- Acting as a best practice employer, with respect to employment practices and provision of employment themed opportunities for young people, such as school visits, work experience, careers advice and apprenticeships.
- Working with partner organisations to strengthen the links between schools and other academic centres to develop a shared understanding of the careers opportunities for young people and in particular, opportunities for vocationally based careers.
- Promoting career options such as apprenticeships and industrial placements, plus initiatives such as the Kickstart Scheme*.
- Supporting the provision of careers activities and labour market information, working with schools to engage employers in broadening the outlook and raising awareness of opportunities amongst young people.

- Promoting healthy, active lifestyles amongst young people, through involvement in physical and cultural activities in their local communities that will be engaging and inspirational.

*(*NB. The Kickstart Scheme currently offers job start dates up until 31 March 2022).*

Supporting Aspirations Action Plan

- 3.3 The proposed Action Plan contributes directly to the Corporate Plan aim to:

Support social mobility to ensure people have the opportunity to access skilled jobs, higher and further education. (Our People: Working with communities and meeting the future needs of the District - Supporting and safeguarding the most vulnerable).

It also contributes to the ongoing work of the South Derbyshire Partnership to address wider Social Mobility challenges.

- 3.4 The Action Plan encompasses existing activities undertaken by the District Council, and the development of these, together with activities undertaken collaboratively through the South Derbyshire Partnership. Key to this will be to ensure that barriers to engagement by disadvantaged groups, principally defined by eligibility for Free School Meals, are addressed wherever possible.
- 3.5 The Action Plan is structured to align with the 'Gatsby Benchmarks of Good Career Guidance'. Good career guidance is a necessity for Social Mobility: those young people without significant social capital or home support to draw upon have the most to gain from high quality career guidance.
- 3.6 The eight Benchmarks serve as a framework for improvement in careers provision and have been adopted by the Government's Careers Strategy and statutory guidance for schools and colleges. The Careers & Enterprise Company now supports the implementation of the Benchmarks in schools and colleges with a national network of support, resources and targeted funding. In South Derbyshire, the progress of secondary schools towards the achievement of the benchmarks is monitored by the D2N2 Local Enterprise Partnership.
- 3.7 There are four Benchmarks that the District Council can directly contribute towards – number two, four, five and six - with the remainder relating more closely to schools, colleges and other members of the South Derbyshire Partnership (Figure 1).

Figure 1: Gatsby Benchmarks



3.8 Table 1 sets out the activities with respect to the identified Gatsby Benchmarks and the District Council's role:

- as an employer;
- working with other local employers; and,
- working with partner organisations.

3.9 Progress is monitored through the performance management arrangements for the Equality, Diversity and Inclusion (EDI) Action Plan reporting to the EDI Steering Group, and the South Derbyshire Partnership (SDP) Theme Action Plans reporting to the SDP Board.

Table 1: Supporting aspirations activities

Bench mark	Aim	SDDC as an employer	SDDC working with other local employers	SDDC working with partner organisations through the South Derbyshire Partnership
2	<p>Learning from career and labour market information Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.</p>	<ul style="list-style-type: none"> Equality, diversity and inclusion monitoring of the workforce and community 	<ul style="list-style-type: none"> Research and present local labour market information 	<ul style="list-style-type: none"> Support social mobility work of the South Derbyshire Partnership
4	<p>Linking curriculum learning to careers All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.</p>	<ul style="list-style-type: none"> Exhibit at careers events Offer staff to participate in mock interviews Establish links with academic centres to raise the profile of local government as an employer 	<ul style="list-style-type: none"> Support careers events promoting employment, self-employment, training and volunteering Encourage local employers to participate in mock interviews 	<ul style="list-style-type: none"> Promote healthy, active lifestyles amongst young people, through involvement in physical and cultural activities in their local communities that will be engaging and inspirational eg Locality Childrens Partnership Action Plan; Healthier Communities Action Plan; Active Schools Partnership leaders and volunteers; Environmental Education Project. Support applications for funding that create new opportunities eg Safer Neighbourhoods Funding; Active South Derbyshire Sports Pass and grant scheme; Community and Environment Partnership Scheme
5	<p>Encounters with employers and employees Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>	<ul style="list-style-type: none"> Offer staff to take part in career talks to local schools/colleges Establish links with career leads in academic centres 	<ul style="list-style-type: none"> Encourage local employers to take part in career talks Support enterprise activity 	<ul style="list-style-type: none"> Support SDP Skills and Employment Group, building links between local schools and employers
6	<p>Experiences of workplaces Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.</p>	<ul style="list-style-type: none"> Offer work visits/experience opportunities Ensure processes proactively encourage diversity when recruiting Support apprenticeships and other national and local schemes to provide employment opportunities 	<ul style="list-style-type: none"> Encourage local employers to offer work visits/experience, apprenticeships and other opportunities 	<ul style="list-style-type: none"> Support travel initiatives eg Wheels to Work; Airway9 bus link to East Midlands Airport/Gateway Support digital access – skills and equipment eg Digital Learning Project

4.0 Financial Implications

4.1 There are no financial implications arising from this report.

5.0 Corporate Implications

Employment Implications

5.1 Consideration will need to be given to ensuring that any employee working with young persons as part of a placement or work experience scheme has the requisite checks in place as required either by the placement centre or internal procedures.

Legal Implications

5.2 Not applicable.

Corporate Plan Implications

5.3 The Corporate Plan 'Our People' theme includes the objective to 'support and safeguard the most vulnerable' and the aim to:

- Support Social Mobility to ensure people have the opportunity to access skilled jobs, higher and further education.

Risk Impact

5.4 There is a risk that young people from disadvantaged backgrounds are unable to fulfill their potential, and that their talents are not unlocked, to the benefit of their communities and the local economy.

6.0 Community Impact

Consultation

6.1 Consultations have been undertaken by the South Derbyshire Partnership with stakeholders, including young people, disadvantaged households, schools and partner organisations.

Equality and Diversity Impact

6.2 Social Mobility is about ensuring that everyone has the opportunity to build a good life for themselves regardless of their family background. In a Socially Mobile society, every individual has a fair chance of reaching their potential.

Social Value Impact

6.3 Through its activities the District Council can directly and indirectly support disadvantaged young people in the area in realising their aspirations.

Environmental Sustainability

6.4 Not applicable.

7.0 **Conclusions**

7.1 Whilst adults in South Derbyshire experience high levels of Social Mobility, there are greater challenges for young people from disadvantaged backgrounds. The District Council can contribute to helping individuals from this group to realise their aspirations.

8.0 **Background Papers**

None