Item 3

29th September 2022

Glasgow City Council

Education, Skills & Early Years Policy Development Committee

Report by Executive Director of Education

Contact: Gerry Lyons Ext. 74561

SCHOOL LEAVERS FOLLOW UP: GLASGOW'S FOLLOW UP DESTINATIONS

Purpose of Report:

This report outlines Education Services' commitment to continuing to improve the sustainability of post-school destinations, our progress to date and how the service plans to improve.

Recommendations:

The Committee is asked to consider the contents of the report and ask the Executive Director to bring back further reports on *Towards Better Futures.*

Ward No(s):	Citywide: ✓
Local member(s) advised: Yes ☐ No ☐	consulted: Yes ☐ No ☐

1 Background

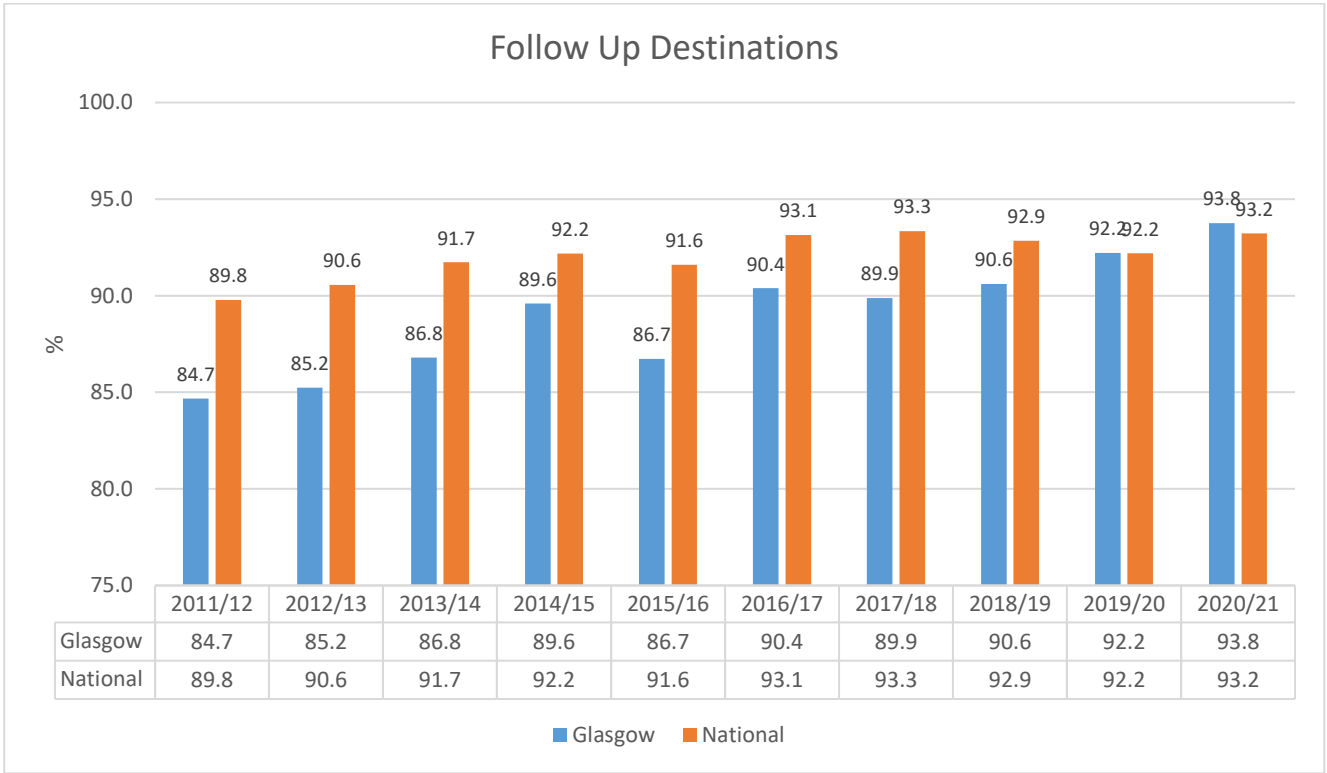
1.1 The School Leavers Follow Up (SLFU) Follow up Destinations is a statistical return undertaken by Skills Development Scotland on behalf of the Scottish Government. The return follows up on the young people whose destinations were collected in October 2021.

1.2 The follow up destinations for all young people who left school in 2021 were collected on 4th April 2022 and published in June 2022. It provides a comparison between the initial destination for Glasgow's school leavers and their destination six months later. The statistics are for all destination categories in the School Leavers Follow Up.

2 Summary of Findings

2.1 Overall, the number of young people sustaining their positive destination is 93.8% which is 2.4% lower than the initial destination figure of 96.2%. This is a best ever figure for Glasgow and is an improvement of 1.6% on last year's follow up destinations.

2.2 Most notably, the Glasgow figure is higher than the national figure (93.2%) for the first time. The graphs below illustrate Glasgow's progress in closing the gap with the national figure from 4.9% below in 2015/2016 to the present figure which is now higher.



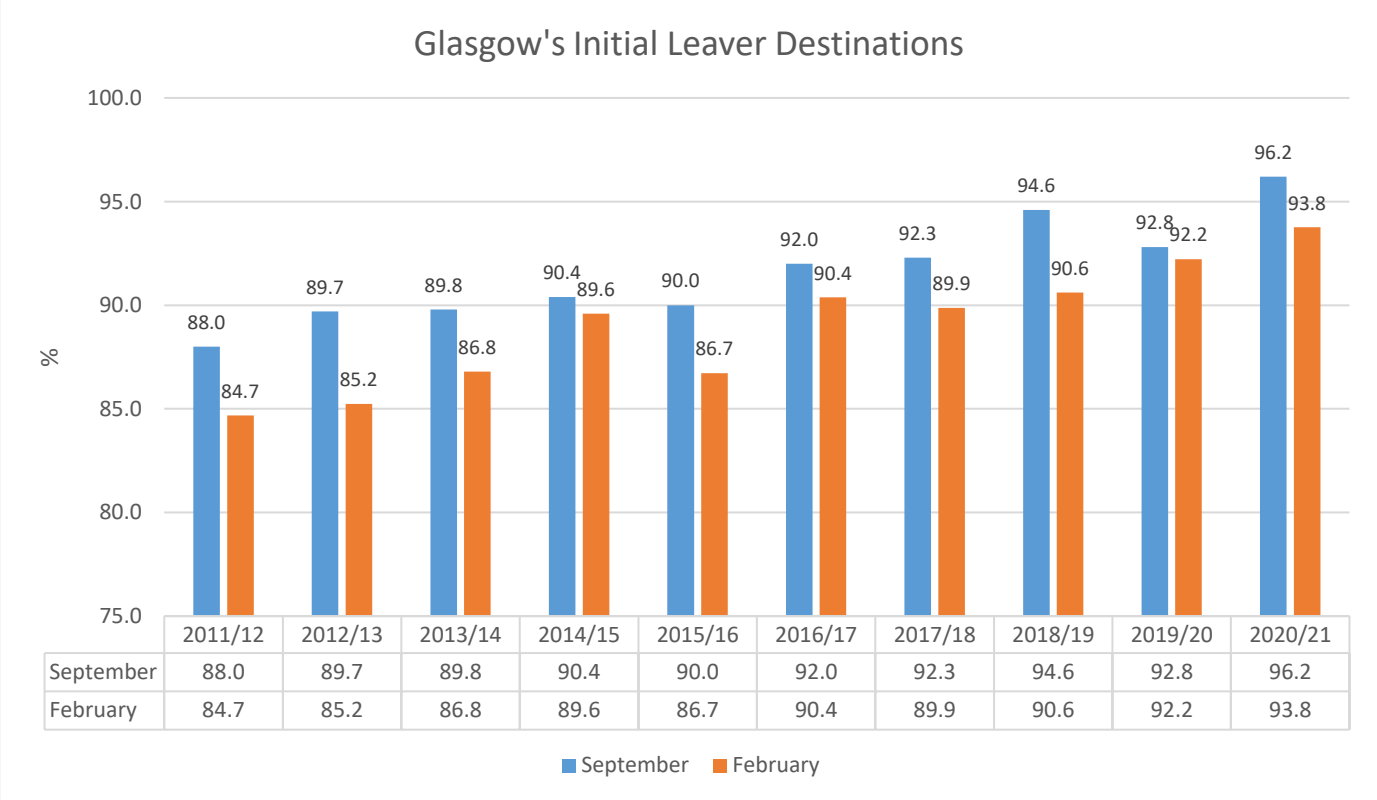
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
Glasgow	84.7	85.2	86.8	89.6	86.7	90.4	89.9	90.6	92.2	93.8
National	89.8	90.6	91.7	92.2	91.6	93.1	93.3	92.9	92.2	93.2

Source: https://www.gov.scot/publications/summary-statistics-follow-up-leaver-destinations-no-4-2022-edition/documents/

2.3 The percentage of school leavers in a positive destination in the follow up survey by local authority ranges from 88.3% in West Dunbartonshire to 97.6% in South Ayrshire. 13 local authorities are below the national average of 93.2% and 17 are equal to or better than the national average, including Glasgow.

	Glasgow's Follow-up destinations											
	Total Leavers	Positive Destination	Higher Education	Further Education	Training	Employment	Voluntary Work	Activity Agreements	Personal Social Development	Unemployed Seeking	Unemployed not seeking	Unknown
13/14	4659	86.8%	32.6%	25.6%	3.5%	23.8%	0.6%	0.4%	0.3%	10.9%	1.4%	0.9%
14/15	4624	89.6%	32.1%	24.8%	4.3%	26.5%	0.5%	0.6%	0.7%	7.4%	2.2%	0.8%
15/16	4542	86.7%	31.2%	24.1%	2.9%	26.7%	0.4%	0.6%	0.8%	8.5%	2.6%	2.2%
16/17	4,472	90.4%	34.0%	28.6%	2.8%	23.4%	0.3%	0.5%	0.8%	6.3%	2.2%	1.1%
17/18	4,345	89.9%	36.8%	25.5%	2.9%	23.2%	0.5%	0.5%	0.5%	6.0%	2.8%	1.4%
18/19	4,346	90.6%	36.6%	26.7%	3.1%	23.1%	0.4%	NA	0.6%	6.7%	2.4%	0.3%
19/20	4,294	92.2%	40.0%	26.5%	5.5%	16.0%	0.5%	NA	3.6%	4.7%	3.0%	0.1%
20/21	4,569	93.8%	38.7%	21.6%	5.4%	26.2%	0.6%	NA	1.2%	3.9%	2.4%	0.0%

Source: https://www.gov.scot/publications/summary-statistics-follow-up-leaver-destinations-no-4-2022-edition/documents/



September Source: https://www.gov.scot/publications/summary-statistics-attainment-initial-leaver-destinations-no-4-2022-edition/documents/

February Source: https://www.gov.scot/publications/summary-statistics-follow-up-leaver-destinations-no-4-2022-edition/documents/

Comparison between initial and follow up destinations

Destination	Initial Survey 2019/20	Follow up survey 2019/20	Remained original destination	Initial Survey 2020/21	Follow up survey 2020/21	Remained original destination
Higher Education	1783	1718	96.4%	2012	1767	87.8%
Further Education	1308	1139	87.1%	1278	988	77.3%
Training	259	238	91.9%	334	245	73.4%
Employment	462	689		659	1199	
Voluntary Work	22	21	95.5%	28	28	100.0%
PSD	166	155	93.4%	94	57	60.6%
Unemployed Seeking	220	203	92.3%	107	176	
Unemployed Not Seeking	85	Small numbers not published		Small numbers not published	109	
Unknown	6	3	50%	Small numbers not published	0	

Initial Source: https://www.gov.scot/publications/summary-statistics-attainment-initial-leaver-destinations-no-4-2022-edition/documents/
Follow Up Source: https://www.gov.scot/publications/summary-statistics-follow-up-leaver-destinations-no-4-2022-edition/documents/

2.5 It can be seen that higher education continues to be a very positive destination with most of those who started in higher education still being there six months later.

3 Equalities analysis

3.1 The data is not published at local authority level by SDS for protected characteristics.

3.2 Data by SIMD quintile for Glasgow school leavers.

2019/20	Glasgow Follow-up	Leavers in positive destination	All leavers	Percentage
	0-20% (Most Deprived)	2,349	2,573	91.3
	20-40%	629	689	91.3
	40-60%	452	477	94.8
	60-80%	309	325	95.1
	80-100% (Least Deprived)	221	230	96.1
	Total	3,960	4,294	92.2
2020/21	Glasgow Follow-up	Leavers in positive destination	All leavers	Percentage
	0-20% (Most Deprived)	2,397	2,599	92.2%
	20-40%	766	807	94.9%
	40-60%	435	462	94.2%
	60-80%	(c)	414	(c)
	80-100% (Least Deprived)	(c)	287	(c)
	Total	3,598	4,569	

3.3 National data on pupil characteristics

Pupil Characteristic	2016/17	2017/18	2018/19	2019/20	2020/21
Sex					
Male	92.4	92.4	92.1	90.9	
Female	94.0	94.3	93.7	93.6	
Ethnicity					
White - Scottish	93.0	93.2	92.7	92.0	93.0%
White - non-Scottish	93.9	94.2	93.5	92.3	93.1%
White - UK	z	z	z	z	z
White - Other	z	z	z	z	z
Mixed or multiple ethnic groups	92.7	93.6	92.8	91.7	100.0%
Asian - Indian	c	97.2	94.4	95.4	c
Asian - Pakistani	95.7	93.5	94.8	95.6	95.7%
Asian - Chinese	c	96.8	c	c	c
Asian - Other	95.3	93.9	c	c	c
African/ Black/ Caribbean	93.9	96.0	94.1	95.1	97.6%
All other categories	94.5	92.0	93.6	93.3	94.9%
Not Disclosed/Not known	90.7	89.8	88.9	90.2	95.4%

c = value suppressed to protect against the risk of disclosure of personal information, z = not applicable

4 Support for Sustained Destinations

4.1 The Towards Better Futures team continues to build on the successful structured person centred approach to supporting young people in sustaining their destinations. The strategic tracking group with representatives from Towards Better Futures and Skills Development Scotland met fortnightly to analyse the data on the destinations of school leavers and those in negative destinations and to joint plan the response. This group was highly effective in ensuring the knowledge of young people was always up to date and to plan interventions to support identified individuals or groups.

4.3 All young people, identified having left their initial positive destination to a negative destination, were discussed in a case management meeting and allocated support either from the Towards Better Futures team, their Careers Adviser or from their school. The support officer built a relationship with young people, discussed their current status and aspirations and then supported them into a destination or programme linked to their aspirations. The outcomes of this case management was included for discussion at the fortnightly strategy group meeting.

4.4 Through Young Person Guarantee, a dedicated Towards Better Futures Next Steps manager post was funded. This officer led the development of interventions and programmes for young people and worked with young people to help them identify their aspirations and next steps. This post has proved highly effective in the Towards Better Futures supporting destinations strategy.

4.5 Through Young Person Guarantee funding, there were a range of training programmes delivered for young people. This is essential to supporting young people to sustain their destination. It allows the service to support young people in a way most suited to their needs. Young people leave school to a range of different destinations and these programmes support progression to a sustained destination.The programmes were in employment areas linked to the needs, aspirations and skills of young people, including construction; health and beauty, sport and fitness and creative arts. The programmes were provided by Third Sector providers and young people received a training allowance for participating, which was a major support for many affected by the impact of Covid and remains crucial in the current economic climate.

4.6. A new programme was also set up – Towards Better Futures- Explore your opportunities. This online training programme was run in March and April 2021. The programme had a timetable of online sessions which young people logged into from anywhere. This provided young people who were affected by issues of anxiety, some from the pandemic, to participate in training from their homes with support from the Towards Better Futures Destination Team. Sessions included CV writing, Interview skills, training providers showcasing their upcoming training programmes and how to apply, employer sessions to highlight upcoming vacancies, volunteering opportunities and how to manage your money sessions. These sessions proved valuable for the young people and we had over 80 young people log into the programme. This activity enabled us to support young people who had found engaging with work challenging due to low level mental health and anxieties about leaving the house to engage in training and employability activity.

4.7 One of the most important aspects of the support for young people is the ability to make contact, to encourage and support young people, especially where they may be finding sustaining their destination challenging or have already left their initial destination. Building on well established relationships with school staff was an important element of support these young people. These relationships allowed closer tracking and follow up where issues arose. There was improved partnership working between the Towards Better Futures Team and schools which was highly effective in making contact with young people and supporting them to progress through different levels of participation.

4.8 Another new and highly positive contributing factor to improved follow up destinations was the impact of the DYW coordinators in schools. In many cases, they remain a key adult for young people in the first year after they have left school.

4.9 There continues to be mentors in Glasgow colleges. There are 3 funded by the Towards Better Futures team through the Young Person Guarantee, 3 funded byt the Robertson Trust and 3 by the Glasgow Colleges Regional Board. They continued an impact on follow up destinations. These mentors, part of a partnership with Action for Children, had made contact with vulnerable young people in college and either supported them to sustain their college place or, if that were not possible, ensured that they progressed into an alternative destination. 117 young people registered for college mentor support, 89% of service users either sustained their college place or progressed into another positive destination.

5 Policy and Resource Implications

Resource Implications:

Financial:	Within existing resources, effective deployment and management of grant funding.
Legal:	N/A
Personnel:	An important development would be if the council became the biggest employer of Glasgow school leavers.
Procurement:	N/A

Equality and Socio-Economic Impacts:

Does the proposal support the Council's Equality Outcomes 2021-25? Please specify.	Yes, outcome 9 – barriers to participation in learning are reduced.
What are the potential equality impacts as a result of this report?	That all young people leave school to a positive destination, with support as appropriate for those with protected characteristics.
Please highlight if the policy/proposal will help address socio-economic disadvantage.	Yes, having more young people with high quality employability skills will benefit the economy of the city and help address socio economic disadvantage.

Climate Impacts:

Does the proposal support any Climate Plan actions? Please specify:	N/A
What are the potential climate impacts as a result of this proposal?	N/A
Will the proposal contribute to Glasgow's net zero carbon target?	N/A

Privacy and Data Protection Impacts:	N/A

7 Recommendations

7.1 The Committee is asked to consider the contents of the report and ask the Executive Director to bring back further reports on *Towards Better Futures.*