

Economic Development, Education, Skills and Place Shaping Committee

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1. ECONOMIC DEVELOPMENT

Enterprise Space

- 1.1 Funding from the Strategic Investment Pool (SIP) bid has been confirmed, providing the Economic Development team with £800k to take forward enterprise space and business support proposals. A meeting is taking place to explore the possibility of combining our bid with another Central London Forward bid, as recommended by the SIP panel.
- 1.2 The Economy and Libraries team visited several Westminster libraries to consider the feasibility of creating enterprise space within the libraries. A full report will be produced in the coming weeks.
- 1.3 In 2019 the Economic Development team saw significant progress in increasing the amount of Enterprise Space in Westminster. Somerset House Exchange, Huckletree Soho and PopHub have all launched and are operating successfully with grant commitments being monitored to ensure as many residents benefit from the spaces as possible.
- 1.4 After launching in late 2018, Paddington Works has been used to host several events, including youth engagement activities and the PopUp Business School. Work has been undertaken to ensure enterprise space is protected in key developments, including 300 Harrow Road and Lisson Arches.

Westminster Enterprise Space Network Programme (WESN)

- 1.5 Twenty-nine members and 12 delivery organisations are currently signed up to the network.
- 1.6 The creation of the new dedicated interactive database is almost at completion. In the coming weeks, the Business & Enterprise team will be able to deliver on the commitment to recognise and promote members' spaces. In conjunction with the database, we have commissioned a new

borough-wide interactive map. The map will not only complement the workspace database but will enable users to identify workspaces. The map will include the capability to feature a number of different layers such as key institutions, landmarks, BIDs, FE institutions, BIPs and more.

Scale-Up Programme

- 1.7 Westminster is working with Gazelle London to deliver a comprehensive “Start-up to Scale-up” Programme for businesses in Westminster. Westminster City Council will provide 50% match-funding to each business taking up membership of the programme. The programme will commence in the Spring, with the aim of attracting a minimum of 25 business sign-ups for the first cohort.

Pop-Up Business School

- 1.8 The fifth Westminster Pop-Up Business School course ran from the 25 November to 6 December at Paddington Works Enterprise Space. The event was focussed on Church Street residents, with an offer to provide childcare included for this event. Over 100 people attended the two-week course, taking the number of people engaged through the Pop-Up Business School to over 400 in 2019.

Westminster Enterprise Week

- 1.9 Westminster Enterprise Week was delivered from 18th to 22nd November 2019 and included a first collaboration with WAES and Tree Shepherd hosted in Church Street as well as, for the first time, an internal offering for WCC apprentices and graduates in conjunction with Google. Two additional events focussed on Westminster regeneration sites, Church Street and Ebury Bridge. A full evaluation will be provided under separate cover.

Berwick Street

- 1.10 Westminster City Council took over the operation of the Berwick Street Storage unit on 19 December 2019. A meeting has taken place with traders to provide an update on the logistics and proposed timeframe for enhancement of the unit. The work will take place within a six-month timeframe. During this time, traders will not be charged for storage.
- 1.11 European Regional Development Fund (EDRF) funding will see the deployment of WIFI networks on all our street markets. In what will be the first fully digitised street markets in London, the initiative will be accompanied by a programme of digital skills training for traders and local businesses.

HIRE Westminster

Retail & Hospitality

- 1.12 The Crown Estate – one of our partners supporting our HIRE programmes - has offered the team three spaces for use free of charge, for the team to use as an operational and training base in the West End. The three training spaces are:

- Linen Hall, an operational base for the team
- One Heddon Street which will deliver West End Open Day Recruitments, Employer Awareness Training in disability confidence, mentoring, apprenticeship levy, wellbeing in the workplace, understanding homelessness etc.
- Quadrant 2- 7 Air Street/ The Marketing Suite will deliver motivational workshops which will cover the understanding the world of retail & hospitality, career progression and West End culture.

Construction Careers

- 1.13 Working with Housing colleagues, a recruitment event was held on Tuesday 26th November, hosted at Lisson Grove. Present were 12 employers, promoting 50 plus live opportunities in Construction and the Built Environment across the City. Fifty residents attended, with one job start confirmed on the day.

Horticulture Careers

- 1.14 Ten residents started our horticulture and gardening training course in November. Following completion of training, residents will work as a paid Green team to support greening projects in and around Paddington and we are identifying sites with our Housing and Regeneration colleagues.

Council Careers & Council suppliers

- 1.15 To date, six provisional offers have been given to Westminster residents through the Westminster Council Apprenticeship scheme and following recent assessment days. Recent successes with Council suppliers include one job start with the Camden Society, at Café Victoria; one paid internship with DriveNow and one Helpdesk Administrator with Bouygues.
- 1.16 The team also works with suppliers and employers to make the recruitment process more inclusive. NSL (parking services supplier) has agreed to remove their online assessment and we are piloting a new way of recruiting for Paddington Works.

2. WESTMINSTER ADULT EDUCATION SERVICE (WAES)

- 2.1 In 2018/19 WAES had a third year of growth in terms of learners, with 9,704 enrolments (from 8,970 in 2017/18) onto learning programmes and a three-year trend in improved outcomes for learners at 86.9% (from 82.9% in 2018/19), which is 2% above the sector average for similar programmes.

WAES in industry skills development

WAES & WCC Apprenticeships

- 2.2 WAES started its first Libraries, Information and Archives Apprenticeships Level 4 Standard in September 2019. There are four Westminster City Council apprentices on the programme. This is a truly collaborative apprenticeship with some of the skills and knowledge instruction being led by an industry expert at WAES and in-house development being provided by the link Westminster City Council manager.
- 2.3 In January 2020 we are due to start three apprentices from the Westminster Employment Service on the Customer Service Specialist Standard. They will be on programme for 18 months. This apprenticeship includes specialism and in-depth knowledge of the Service and the customers it serves.

WAES industry skills-based training fitness instructing and personal training

- 2.4 WAES engaged in an offsite employment-focused programme at Level 3 delivered at Moberly Sports Centre in 2018/19. 19 learners started and were engaged in an 8-week intense programme which saw 90% achieve the qualification. The course is continuing in 2019/20 with a new cohort of 13 learners due to start in January and a further course planned for May 2020.

WAES industry skills-based hospitality programmes

- 2.5 The Returners Fund bid was successful. This resources training for up to 50 BAME female parents to help them to return to work in the hospitality sector and to secure employment for up to 20 participants. The Hospitality Opportunities Parental Engagement Project (HOPE) is a collaboration with Westminster Employment Service (WES) and the HIRE Academy to provide a broad programme of support to enable learners to gain meaningful employment. The first cohort starts at the end of January 2020.

WAES Thriving Communities

- 2.6 WAES is part of the steering group Thriving Communities Church Street and this meets a number of local needs, as well as addressing the Mayor's priorities around crime. WAES have been working collaboratively with Westminster City Council to create a local offer that addresses the challenges of crime prevention through upskilling local residents for local employment opportunities and to provide support to remove further barriers to employment.

Growth-Funding Opportunities

- 2.7 A key driver for the WAES 2019-22 Strategy is to grow the business by seeking and securing additional sources of funding, which will enable us to expand our activities with Westminster and other London residents.
- WAES is bidding for a GLA funding opportunity for up to £30k. There is now an opportunity to submit a bid to run an ESOL Plus Arts programme, which will be submitted by mid-January for delivery in October 2020. This project will focus on London and residents' heritage as a means to support the development of English.
 - WAES secured European Social Fund money to start a new project with a training provider Rinova and adult and community learning provider Wandsworth Adult Education Service. This project is due to start in February. The project is valued at £400k over three years. This value may increase following further planning. This project is to upskill individuals to enable them to access the hospitality sector by delivering skill-based programmes, ESOL support, and English and maths delivery.

National recognition of achievement

Adult Education staff recognised in the Queen's 2020 New Year's Honours List

- 2.8 WAES' Chair of Governors, Carolyn Keen, was awarded an MBE for 'Services to Adult Education and the Community'. The recognition celebrates Carolyn's voluntary work and her contribution to furthering the adult education agenda.
- 2.9 HOLEX Policy Director, Sue Pember, was also recognised for her work in adult education. She has worked relentlessly on behalf of the sector and the adult learner. She is seen as a sector leader in adult and further education and gives her time freely to mentor and support service and college leaders.

WAES has been shortlisted for the Tes FE Awards 2020

- 2.10 WAES has joined the most outstanding individuals and institutions that the FE sector has to offer in the shortlist for the 2020 Tes FE Awards. WAES has been shortlisted for the Adult and Community Learning Provider of the Year Award. The winners will be revealed at a gala awards evening at the Grosvenor House Hotel, Park Lane, London on Friday 20 March 2020.

WAES Events

WAES Open Events

- 2.11 WAES has held two open events, one in Pimlico in November 2019 and the second in December 2019 at Lisson Grove. Both events displayed learner skills-based work. The Floristry and Graphics Design departments in Pimlico provided an impressive display of skills-based learning, and at Lisson Grove learners were given the opportunity to sell their work and showcase their skills. These events were successful in bringing new visitors to both centres.

Leader of Westminster City Council Christmas Card Competition

- 2.12 The Leader of WCC invited our learners to enter a competition to design a Christmas card for the Council to use. We had a large number of entries from many different departments, including our creative learners from graphic design, art and fashion, our ESOL learners and our learners with disabilities and learning difficulties. The standard of entries was high and the design created by Level 3 Graphic Design learner Elzbieta Dziedzic was selected by the Council for their use.

WAES and Enterprise

London Pacific Fashion Week

- 2.13 Held at New Zealand House, learners from the WAES Hairdressing and Make-up department worked alongside professional practitioners at the London Pacific Fashion Week. The standard of work from our learners was exceptional and they received high praise from the organisers.

Church Street Antiques Anonymous

- 2.14 WAES offered Ceramics and Fine Art learners' work for sale at this Church Street event. This also gave us the opportunity to promote our course offer to the local community and generate interest in our programmes.

WAES and November Enterprise Week

- 2.15 Enterprise and Progression Week saw over 500 learners take part in motivational activities with external speakers from recruitment agencies, universities and industry. In addition to these cross-Service activities, learners participated in one-to-ones with their teachers and support service staff to plan their future career goals and academic targets.

Tree Shepherd Enterprise Masterclass

- 2.16 This was an exciting event where 27 learners were taken through the steps to set up a business and worked in teams to prepare a 'pitch' for a business idea. Each team presented their idea to a panel of judges comprising David Wilkins – Senior Business and Enterprise Manager at WCC, Leon Young – a local Church Street businessman, Arinola Edeh – Principal and Head of Service at WAES, and Alison Muggridge – WAES Assistant Principal, Curriculum and Quality. The judges had the unenviable task of selecting a winner from the excellent work presented. They chose an idea for a hairdressing business that has a special focus on disabled customers. The learners thoroughly enjoyed the day and went away enthused and motivated to start working on their own business ideas.

Enterprise Week Ceramics sale

- 2.17 Learners from the WAES Ceramics department held a sale of their work in our Lisson Grove centre. Exceptional work was offered and they were well-supported by learners and staff. This event supported the launch of new ranges of ceramics and was popular with customers to purchase products for gifts.

Christmas Market City Hall

- 2.18 WAES learners had the opportunity to have a stall at this event, which was a great enterprise opportunity to sell artwork. Learners sold ceramics, fine art, 2020 calendars, Christmas decorations, hand-painted Christmas cards and hats.

Tachbrook Christmas Market

- 2.19 WAES was invited to have a market stall selling ceramics and wreaths and many items were sold. These real industry insights into selling art and building a customer base for our learners is invaluable.

3. EDUCATION & SCHOOLS

Schools Funding

- 3.1 The ESFA issued the Dedicated Schools Grant (DSG) settlement on 19th December 2019. The 2020/21 DSG (before the deductions for payments to academies) has increased by £7.249m since 2019/20 to £160.410m.
- 3.2 The Schools' Forum (2nd December 2019) agreed that the local Westminster formula for allocating funds to individual schools would remain unchanged from 2019/20.

Table 1 – Comparison of 2019/20 and 2020/21 DSG block allocations

Block	2019/20	2020/21	Change	% Change
Schools	£112.171m	£115.665m	+£3.494m	+3.1%
High Needs	£26.413m	£29.062m	+£2.649m	+10.0%
Central School Services	£1.086m	£1.026m	-£0.060m	-5.5%
Early Years *	£13.491m	£14.658m	£1.167m	+8.6%
Total	£153.161m	£160.410m	+£4.133m	+4.7%
* Early years 2020/21 allocation is the initial allocation				
Allocations are before deductions for academies including for High Needs Places				

- 3.3 High needs block funding will be updated in Spring 2020 with deductions made to fund academies, free school and college places directly before the high needs block allocations are finalised.

- 3.4 As a first step towards hardening the National Funding Formula (NFF), from 2020/21 the government have made the use of the national minimum per pupil funding levels, at the values in the school NFF (£3,750 for primary pupils and £5,000 for secondary pupils), compulsory for local authorities to use in their own funding formulae. All Westminster schools are funded above the minimum per pupil funding levels in 2020/21.
- 3.5 After funds are set aside for schools with falling rolls, the contribution to the amount to be distributed to schools is £115.381m which is an additional £3.557m compared to 2019/20. The MFG is the per pupil protection which has been set to ensure that all schools will gain at least +1.84% per pupil.
- 3.6 Overall there is a decrease of 61 pupils, made up of growth in secondary schools of 211 pupils and reductions in primary schools of 272 pupils. 14 schools have a falling roll of more than 5%, including the UTC, however only four schools are entitled to falling rolls funding.

Emotional Wellbeing and Mental Health

Joint CCG and Bi-Borough Children and Young People's Emotional Wellbeing and Mental Health Plan

- 3.7 The Plan was taken to the Bi-borough Health and Wellbeing Board on the 16 December 2019 and the Board approved the Plan and agreed to its publication. The Board also agreed to support the delivery of the vision, objectives and Joint Strategic Priorities set out in the Plan by committing to continuing to prioritise improved children and young people's emotional wellbeing and mental health, both within their own organisations and as a wider Health and Wellbeing Partnership.

Westminster Schools Emotional Wellbeing and Mental Health Conference

- 3.8 The Conference took place on 28 November 2019 at the Greenhouse Centre. National organisations, YoungMinds and Place2Be, joined local organisations, including Greenhouse Sports, HF Mind, BWW Mind and Queens Park Primary School. School staff and partners heard from a variety of speakers and attended workshops focused on further embedding a whole school approach to emotional wellbeing and mental health. Feedback on the event was overwhelmingly positive and the delivery of Place2be's Mental Health Champions Programme to schools in Westminster, and additional Youth Mental Health First Aid courses for Westminster school staff in early 2020, will provide further support to school staff early this year.

Trailblazer programme – Mental Health Support Teams in schools and colleges

- 3.9 The continued roll out of the Trailblazer Mental Health Support Teams is further enhancing the support available for children and young people, parents/carers and staff linked to schools and colleges in Westminster. Teams are currently working in 23 schools and colleges. This will increase to a total of 44 by September 2020 when the roll out is complete.

Outcome of Traded Offer for School Meals

- 3.10 The consultation with schools on whether they wished to continue buying-back a Traded Offer from the Council to monitor and administer the new school meals contracts (which have been tendered by schools and which will be held by them) has found that the majority of schools do not wish to continue the Traded Offer arrangement.
- 3.11 The Schools Meals Team will continue to work closely with the current providers to ensure that the decommissioning process is smooth and effective for the schools. The Schools Meals Team will continue to be available to answer any questions or queries that schools have. In addition to notifying all schools, the Council is scheduled to discuss these developments at the next Heads' forum.

SEND Strategy and Inspection

- 3.12 In 2019 we formally reviewed our progress on delivering Westminster's SEND Strategy in order to identify where we are succeeding in our drive to support children and young people with SEND in their journey to adulthood. Education outcomes for pupils in 2019 show that the achievements of those with SEND are well above the national comparator at primary and secondary stages.
- 3.13 A key strength of the SEND Strategy is the partnership with parents. Our review highlighted that all providers are consistently and systematically working together to drive improvements across the local area. We have an improving speech and language offer that delivers practical support for parents and practitioners to help identify needs early and support a whole school approach. We are completing statutory EHC assessments within 20 weeks. We have expanded our short breaks offer and place planning work is underpinning SEN capital investment in additional SEN provision. Comparative data for adults with a learning disability in paid employment shows that we are performing well.
- 3.14 We are anticipating an Ofsted/CQC inspection during 2020. In preparation, we published a refreshed SEND Action Plan (2019-2021) setting out the importance we place on good school attendance for children with SEND and our ambition to reduce fixed term exclusion rates. Parents and carers asked us to support schools to achieve this. All partners are committed to working together to improve access to speech, language and occupational therapies. We are working to improve the range and quality of mental health and emotional well-being support and we are enhancing our local offer for young children with SEND 0-5 to improve their Good Level of Development scores.

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Ofsted School Inspections

- 3.21 We have had inspection reports published for: Barrow Hill Junior, All Souls Primary, Marylebone Bridge Special School, Churchill Gardens Primary and St Vincent de Paul Primary. All these schools were judged by inspectors to be continuing to provide a good standard of education.
- 3.22 Harris Academy St John's Wood has also been inspected and, for their first inspection, they have been judged overall to be providing a good standard of education. Pupil behaviour and attitudes were judged as outstanding. Currently, 93% of our schools are judged to be good or outstanding.

Capital Projects

School developments:

- Tenders are expected to be invited shortly for the adaptation and refurbishment of the King Solomon Academy Older Years Site to accommodate additional secondary age pupils, following the refurbishment of King Solomon Academy Younger Years Site which is complete.
- A contractor has been selected for a new building for St Marylebone Bridge Special School on the Wilberforce Primary Academy site. Work is due to start in the summer after the refurbishment of the existing primary school. The new building is due to open in Autumn 2021.

Children's Services:

- Major refurbishment of the Portman Family Hub building serving the north-east locality is due to begin in April, enabling the hub to move back from Lilestone Street in Summer 2021.
- Further projects to support the development of the Family Hub strategy are being planned.