

Cabinet

Tuesday 11 December 2018

4.00 pm

Ground Floor Meeting Room G02C - 160 Tooley Street, London
SE1 2QH

Appendices

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Appendix 1

**Best start in life -
Southwark school standards report
2017-18**

Best Start in Life



Southwark School Standards Report 2017-18



Foreword

It is with great pleasure and pride in everyone involved in Southwark's schools that I introduce this report into standards of education in the borough.

In Southwark, brilliant schools give young people the great start in life they deserve. The *Best Start in Life - Southwark School Standards Report 2017/18* gives us a very clear summary of pupil and student outcomes at published key stages - from foundation stage right through to key stage five (A Levels). The picture is very positive.

A greater percentage of Southwark children achieved a good level of development in the early years foundation stage as compared to London and national. Equally, at GCSE, the attainment and progress 8 scores for our students exceeded the London and national averages. Over the past five years, we have largely maintained or improved on our high standards at every key stage. By the time pupils get to GCSE and A Levels, the opportunities and experiences they encounter at secondary school culminate in good results and the opening up of greater choices for young people to decide their next steps in life.

We want all our pupils in Southwark to get the start they need to meet their dreams, whichever path in life they choose.

The Southwark Standards report is of course just a snapshot of our schools. It gives us a robust starting point for discussion, and can help us drive innovation, collaboration and challenge. The overview will be especially useful to school leaders, including governors, to help them see where they sit in the wider context of attainment, progress and improvement.

The results found here, combined with the Council's successful school building programme, will help equip parents and young people to make good choices when applying for a school place. The Council has in recent years spent over £200million in improving schools and education services right across the borough and making sure that our schools are high quality hubs of their community. Our headteachers, staff, parents and children have told us of how the improved quality of learning space has made a difference to their learning and working lives.

In summary, this report shows us another set of outstanding results that continue a trend of improvement in Southwark. Teachers, students and of course parents should be very proud of themselves for improving results, especially while the examination system continues to change.

Councillor Jasmine Ali
Cabinet Member for Children, Schools and Adult Care

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Context

As at the 2017/18 academic year, Southwark's schools were comprised of 5 nursery schools; 73 primary; 18 secondary; 1 all through school; 1 pupil referral unit; 7 special schools; and 2 hospital schools. Of these, there were 6 primary academies and 5 primary free schools; 13 secondary academies and 2 secondary free schools; 1 all through academy; and 1 special academy¹. These schools served 43,038 Southwark pupils². Most primary (62), special (8 of which 2 are hospital schools) and 3 secondary schools are community; foundation or voluntary aided schools. These are maintained by the Local Authority and follow the national curriculum. Academies and Free Schools are publicly funded schools and are not required by law to follow the national curriculum and are able to set their own term times. They are required to adhere to the same admissions regulations, special educational needs provisions, exclusions and safeguarding parameters as all schools. Academies and free schools receive funding directly from the Government, not from the council. The Harris Federation have 4 secondary and 3 primary schools (2 of which are free schools) in Southwark; Ark have 2 secondary schools and 1 all through school; City of London have 1 secondary, and 2 primary schools; Communitas Education Trust is comprised of 2 primary schools; Dulwich Hamlet Educational Trust 2 primary schools; and The Charter Schools have 2 secondary schools.

Southwark's population is very diverse. According to 2011 Census data³, 16% of Southwark's population is between 5 – 19 years of age.

66% of the under-20 population is from black and minority ethnic communities. Of this, the largest group, 22%, are Black African, 18% Black Other and 6% Black Caribbean. 6% are Other Asian, 2% Chinese, 2% Bangladeshi, 2% Indian and 1% Pakistani. 9% of 0-15 year olds were born outside the UK.

According to the January 2018 School and Alternative Provision (AP) Census, 43% of our pupils are eligible for the pupil premium⁴.

¹ Number and types of schools in Southwark, sourced from DfE website <https://get-information-schools.service.gov.uk/>

² Details includes hospital schools. Sourced from DfE publication: - Schools, pupils and their characteristics: January 2018. <https://www.gov.uk/government/statistics/schools-pupils-and-their-characteristics-january-2018>

³ Southwark population data is taken from Community Action Southwark's 'Demographic Data for Southwark from the 2011 Census'

⁴ Pupil premium figure sourced from DfE publication <https://www.gov.uk/government/publications/pupil-premium-conditions-of-grant-2018-to-2019>.

Guide to Assessments and Examinations

- **Early Years Foundation Stage (EYFS)** (age 5) - At this stage, children are assessed by their class teacher to determine if they have reached a good level of development for their age in the areas of communication and language, physical development, personal, social and emotional development and basic literacy and maths.
- **Year 1 Phonics screening** (age 6) - This national assessment confirms whether children have learnt phonic decoding to an appropriate standard – i.e. they are able to translate sounds into the written word.
- **Key Stage 1** (age 7) - Statutory teacher assessments take place at the end of year 2. Prior to 2016, there was a different methodology for KS1 assessments. Since then an increased challenge of the new national curriculum, more demanding tests and teacher assessments were introduced. These raised the standard of what was expected for 7 year olds. Consequently, there are only 3 years of comparable results. Children are assessed through work set by their teacher in reading, writing, maths and science. They also take tests in reading and maths which inform the final teacher assessment. An optional test in grammar, punctuation and spelling (GPS) is available to use to support teacher assessment.
- **Key Stage 2** (age 11) - As with KS1, statutory teacher assessments and tests also take place at the end of year 6. Reading, writing, maths and science are assessed by the teacher and there are formal national tests in reading, grammar, punctuation and spelling (GPS), and maths. Mirroring KS1, a new and more challenging suite of tests and teacher assessment standards was introduced from 2016 to assess the national curriculum. Therefore 2018's results are not comparable with results in years previous to 2016.
- **GCSE (KS4)** - From 2016, the old threshold measure of 5 or more GCSEs and equivalent including English and maths was replaced by a new measure based upon point scores across 8 subjects. Results from 2016 and onwards are therefore not comparable with performance from previous years.
- **A Level** - Young people who choose to follow an academic route after their GCSEs will ordinarily study for Advanced levels. They will usually specialise in three or four subjects and are examined at the end of the two year sixth form course. Exams have been made more difficult with the phased introduction of linear style exams since 2017. This year more subjects converted to the new style A level qualifications.

NOTE: Other than for Early Years Foundation Stage, the results for 2018 within this report are provisional results only and not yet validated. Validated results are provided by the DFE in December (for primary phase) and January (for secondary phase) of each year.

Floor Standards 2017/18

Floor Standards are the minimum standards set by the government for primary and secondary schools based on pupils' achievement at KS2 and KS4. These performance indicators are used to determine the success of a school in a year and over time.

KS2 Floor Standards

A school would be deemed to be above the floor standard if:

- at least 65% of KS2 pupils achieve the expected standard in reading, writing, and maths (R, W & M) combined **OR**
- pupils make sufficient progress in each of R, W & M from KS1 starting points

Sufficient progress for the 2018 floor standard has been defined as pupils having made greater than the following points worth of progress from their starting points:

- Reading - 5
- Writing - 7
- Maths - 5

KS2 Coasting

According to the 2018 definition, released by the DfE in September 2018, a school was deemed as "coasting" if, over a period of three years, consistently

- less than 85% of pupils achieve the expected standard in R W & M (combined) at KS2 **AND**
- pupils do not make sufficient progress from KS1 in all of R, W & M

The progress parameter for coasting schools in 2018 (and the 2 years prior) is set at average progress below the following:

- Reading - 2.5
- Writing - 3.5
- Maths - 2.5

Highlights

- As a result of rigorous support and intervention from Standards Team advisers and consultants, only 1 school (out of 67 primary schools) fell below the national floor standards.

KS4 Floor Standards

A school would be deemed to be above the floor standard if:

- its Progress 8 score is above -0.5, **OR**

- its Progress 8 score is below -0.5 **BUT** the upper band of the 95% confidence interval is above zero.

KS4 Coasting

- In 2018, a secondary school was deemed as “coasting” if based on revised data for all of 2016, 2017 and 2018 the school’s Progress 8 score was below -0.25 and in addition, the upper band of the confidence interval was below zero.

Highlights

- This year 1 secondary academy fell below the national floor standards.

Executive Summary

- We continue to be proud of the 5 year upward trend of successful outcomes for children in school based early years provision in Southwark. When compared against latest available national and London results in Early Years Foundation Stage, Southwark has consistently outperformed both across the years. We are positioned in the top quartile for the key measure of percentage of children achieving a good level of development.
- There has been year on year improvement in Year 1 Phonics performance with latest results for Southwark above national and in line with London averages. Our results place us in the top quartile of local authorities in England.
- Key Stage 1 expected standard performance shows year on year improvement in writing which remains above national and London averages. There has been sustained improvement in reading and maths, with both above national. Reading, writing and maths results for Southwark are all positioned in the top quartile when compared to the rest of England.
- Key Stage 1 greater depth performance continues to improve year on year in writing and maths with sustained improvement in reading. The LA's results are above the national average in writing and maths and in line for reading. We are 1 percentage point below London in writing and maths and 2 percentage points below London in reading. Compared to all other local authorities in England, we are in the top quartile for writing and in the second quartile for reading and maths.
- Key Stage 2 expected standard results show continued good improvement in separate reading, separate writing, and reading, writing and maths combined. There has been sustained improvement in maths and science and the LA is consistently above national averages, although 1 to 2 percentage points below London. Compared to all local authorities in England, Southwark is positioned in the top quartile for the key measure of reading, writing and maths combined.
- Key Stage 2 greater depth results improved year on year in reading, writing and maths and is now above the national average but below London average. The gaps between London and Southwark results have narrowed across all subjects at the expected standard and greater depth with the exception of grammar, punctuation and spelling at expected standard (where the gap has remained the same). Our performance for reading, writing and maths combined at greater depth, when compared to the rest of England, places us in the top quartile.
- Key Stage 4 GCSE is another key stage that has faced continual change and challenge, yet the pupils in our schools have responded remarkably well to the new examination demands. Results at LA level, as a whole, remained above both London and national averages. We are positioned in the top quartile for attainment 8, progress 8, EBacc and English and maths attainment measures.
- Key Stage 5 A Level outcomes at grades A*-C and A*-E remained above national levels. Whilst there was a dip of 1.3 percentage points in exam entries awarded A*-A grades, compared to the previous year, this may be attributable to the changes in the moving of more subjects to a linear style of assessment.

The strong outcomes reported are a result of the skills, expertise and commitment of teachers in our schools and a range of professionals in the borough including the Early Years team and the Early Years Champions who have maintained positive working relationships and successful partnerships with schools. This has ensured that high expectations are maintained and each year more children leave each key stage ready for their next steps in their education.

Early Years Foundation Stage

Pupils achieving a Good Level of Development (GLD)

	2014	2015	2016	2017	2018
Southwark	65.6%	70.6%	72.1%	73.4%	75.2%
London	62.2%	68.1%	71.2%	73.0%	73.8%
National	60.4%	66.3%	69.3%	70.7%	71.5%

- For the last six years, when compared against national and London results in Early Years Foundation Stage, Southwark has consistently outperformed both across the years.
- Attainment is well above the national average in Southwark. The proportion of children achieving a good level of development (GLD) has risen from 73.4% in 2017 to 75.2% in 2018. This is 3.7 percentage points above the national average and 1.4 percentage points above the London average.
- In 2018 there was an increase in the percentage of children achieving the expected level of development in six out of seven areas of learning.
- In 2018 the difference between girls and boys achieving the GLD was 12.7 percentage points. This is less than the national gender gap which was 13.5 percentage points in 2018. In Southwark the percentage of boys achieving the GLD has risen by 3.4 percentage points since 2016.
- In 2018 the difference between children eligible for free school meals and those not eligible achieving the GLD increased by 2.1 percentage points - from a gap difference of 8.1 percentage points in 2017 to 10.2 percentage points in 2018. This remains significantly less than the 2016 gap difference which was 26.5 percentage points.
- The percentage of children defined as disadvantaged who achieved a GLD remained broadly in line with 2017 which was a 4 percentage points increase from 2016.
- In 2018 the difference between children with English as an additional language and those with English as a first language achieving the GLD remained less than 5 percentage points at 4.9 percentage points in 2018.
- At the end of the academic year 2017-18, 95.5% of school based early years provision was judged to be either good or outstanding by Ofsted. Over the last 6 years (following a change in the EYFSP framework) there has been a 15.6 percentage point increase in the percentage of children achieving a good level of development in Southwark. The greatest increase in the percentage of children achieving an early learning goal across the 17 aspects of learning has been in writing with a 12.2 percentage point increase.
- In 2018 a specific focus for the borough was on outcomes in Communication and Language. For 2018 there was an increase in the percentage of children achieving the Early Learning Goals in all of the three aspects of Communication and Language - from 80.9% 2017 to 82.4% in 2018.

Highlights

- For 2017/18 the priority remained on continuing to improve outcomes for young children across the borough and in particular on attainment in Communication and Language as we recognised this as a key indicator of future attainment. We are pleased that in 2018 alongside improved outcomes in five other areas of learning, attainment has risen in Communication and Language. In 2018 there was a 1.6 percentage points increase on the previous year's results for the percentage of children achieving an Early Learning Goal in all three aspects of Communication and Language. This positive impact is the result of the hard work of many professionals including those working in partnership with the Early Years team and schools as part of the Early Years Champion programme. This programme was launched in 2016 with the specific intention of improving outcomes in this prime area of learning although the benefits of the work of the Champions can be seen in many other areas including high quality support and guidance for SEND and for Newly Qualified Teachers. The expertise of Champions will continue to be used to strengthen the development and networking opportunities for professionals in schools in the upcoming year. This is to ensure improvements are made across all areas, but more specifically those in Communication and Language are maintained.

Priorities for Improvement at EYFSP

- For the upcoming year the aim is to create a comprehensive evidence base for the quality and impact of school based early years provision across the borough. This evidence base will include information from Nursery schools and classes, Reception classes and where appropriate two year old provision in schools to enable us to clearly articulate the impact that school based provision has on improving outcomes for our youngest residents.

Phonics (Provisional)

Year 1 Phonics Screening Check

	2014	2015	2016	2017	2018
Southwark	77%	81%	82%	84%	85%
London	77%	80%	83%	84%	85%
National	74%	77%	81%	81%	82%

See Appendix 2 for cohort characteristics analysis.

Highlights

Year 1 Pupils

- Since the introduction of this assessment in 2012, there has been a sustained upward trend in Year 1 performance. Southwark continued to make good improvement in the proportion of Year 1 pupils meeting the required standard of phonic decoding. This trend continued with a 1 percentage point increase from 84% in 2017 to 85% in 2018.
- For 2018, Southwark's performance was once again higher than the national average.
- Nationally, Southwark was ranked joint 26th (joint 18th in 2017) and for the sixth consecutive year, Southwark was positioned in the top quartile for this measure – an impressive improvement from being in the bottom quartile and ranked joint 117th in the first year of this assessment.
- Our results are once again in line with the London average.

End of Year 2*

	2014	2015	2016	2017	2018
Southwark	89%	90%	91%	92%	92%
London	89%	91%	92%	92%	93%
National	89%	90%	91%	92%	92%

* Consists of all Year 2 pupils who were screened in Year 1 and met the required phonics standard, plus any pupils in Year 2 who were re-screened or screened for the first time.

- 92% of pupils in Southwark met the required phonics standard by the end of year 2, an improvement of 3 percentage points over five years of performance.
- Southwark was in the second quartile for children meeting the required phonics standard by the end of year 2. Our performance is in line with results nationally and 1 percentage point below London. The majority of pupils entering year 3 not yet at the expected phonics standard are pupils with SEN.

KS1 – Year 2 SATS at 7 Years Old (Provisional)

Working at the Expected Standard at KS1

	Reading			Writing			Maths			Science		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Southwark	77%	79%	79%	70%	73%	74%	76%	78%	78%	82%	83%	82%
London	77%	78%	78%	70%	72%	73%	77%	78%	79%	83%	84%	84%
National	74%	76%	75%	65%	68%	70%	73%	75%	76%	82%	83%	83%

Working at Greater Depth at KS1

	Reading			Writing			Maths		
	2016	2017	2018	2016	2017	2018	2016	2017	2018
Southwark	25%	26%	26%	15%	16%	18%	21%	23%	24%
London	26%	27%	28%	17%	18%	19%	22%	24%	25%
National	24%	25%	26%	13%	16%	16%	18%	21%	22%

See Appendix 2 for KS1 cohort characteristics analysis.

Expected Standard of Performance

- Over three years, the percentage of Southwark school children reaching the expected standard increased by 2 percentage points in both reading and maths and by 4 percentage points in writing. Results remained stable for science.
- Southwark impressively outperformed national results by 4 percentage points in reading, 4 percentage points in writing, and 2 percentage points in maths.
- Our results for 2018 were also better than those for London in reading and writing. Compared to all other Local Authorities in England. Southwark was in the top quartile for each of reading, writing and maths. We ranked joint 17th for reading (an improvement of 2 places from 2017); joint 15th for writing (down 2 places from 2017); and joint 32nd for maths (down 6 places from 2017).

Greater Depth of Performance

- Over three years, the percentage of Southwark school children working at greater depth improved by 3 percentage points for both writing to 18%, and for maths to 24%. 26% were working at the greater depth standard in reading, an improvement of 1 percentage point over three years.
- At greater depth, the LA was in the top quartile for writing, moving from the second quartile in 2017. Southwark remained in the second quartile for reading. For maths, the LA moved down from the top to second quartile.
- Our performance exceeded national levels for all KS1 subjects when working at greater depth. When compared to the equivalent London averages, Southwark has closed the gap by 1 percentage point for writing.

Highlights

- Our performance as compared to national at both the expected and greater depth standards is exceptionally good.
- The percentage of Southwark children working at the expected standard and greater depth in 2018 has steadily improved over three years.
- 2018 saw us achieve our 'gold standard' of being above London for the second consecutive year in reading and writing at the expected standard.

Priorities for Improvement at KS1

- To continue to narrow the gap between London and Southwark so that all schools are at the London average in all subjects.

KS2 – Year 6 SATS at 11 Years Old (Provisional)

Working at the Expected Standard at KS2

GPS= Grammar Punctuation & Spelling RWM = Reading Writing Mathematics Combined

Tests

	Reading (test)			GPS (test)			Maths (test)			RWM (test & TA)		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Southwark	67%	73%	77%	76%	81%	80%	74%	79%	79%	58%	64%	68%
London	69%	75%	78%	79%	83%	82%	77%	81%	80%	59%	67%	69%
National	66%	72%	75%	73%	78%	77%	70%	75%	75%	54%	62%	64%

Teacher Assessments

	Writing (TA)			Science (TA)		
	2016	2017	2018	2016	2017	2018
Southwark	80%	78%	80%	84%	83%	83%
London	79%	81%	81%	84%	85%	84%
National	74%	77%	78%	81%	82%	82%

Working at a Higher Standard and Greater Depth at KS2

Tests

	Reading (test)			GPS (test)			Maths (test)			RWM (test & TA)		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Southwark	19%	24%	29%	25%	35%	40%	19%	23%	26%	7%	9%	12%
London	21%	27%	31%	29%	40%	43%	23%	30%	30%	7%	11%	13%
National	19%	25%	28%	23%	31%	34%	17%	23%	24%	5%	9%	10%

Teacher Assessments

	Writing (TA)			Science (TA)		
	2016	2017	2018	2016	2017	2018
Southwark	19%	19%	22%	n/a	n/a	n/a
London	18%	21%	23%	n/a	n/a	n/a
National	15%	18%	20%	n/a	n/a	n/a

See Appendix 2 for the full KS2 cohort characteristics analysis.

Note: LA actual results for 2018 are based on provisional tables checking data from 4th September. KS2 data will be further revised in December following the schools' checking exercise. Typically the percentage of children working at the expected standard increases once new arrivals are discounted and outcomes will be higher than the current published provisional results

Highlights

- The LA's performance exceeded national achievements in all areas. Additionally, the gaps between London and Southwark results have narrowed across all subjects with the exception of GPS (where the gap remained the same).
- KS2 results for Southwark schools largely reflect improved performance on the 2017 outcomes. At expected standard, there was a small dip of 1 percentage point in GPS and performance in maths and science remained stable.
- At greater depth, Southwark's results were better than those nationally and whilst below London, we have closed the gap in all subjects.

We are pleased that Southwark's improvement increases for 2018 are greater than the increases to London's and the National attainment average for separate reading; separate writing; and RWM combined for the expected standard, and all subjects for the Higher Standard.

The impact of targeted support for a small number of schools can be seen by looking at individual schools' outcomes and how they improved in 2018 from low outcomes in 2017.

The overall improved performance at KS2 shows a strong three year upward trend being consolidated.

Expected Levels of Performance

- Provisional outcomes show that 68% of pupils in Southwark achieved the expected standard in all of reading, writing and maths combined. This is 4 percentage points higher than the previous year, and 4 percentage points higher than the national average of 64%. The gap in performance between London and Southwark has narrowed to a 1 percentage point gap - from a 3 percentage points gap in the previous year.

- 77% of Southwark pupils achieved the expected standard in reading, 2 percentage points above the national average but below London by 1 percentage point.
- In writing, 80% of pupils achieved the expected standard compared with 78% nationally. The performance of Southwark pupils was 1 percentage point lower than the London average of 81%. Successful moderation of KS2 writing in June 2018 by STA trained moderators demonstrates that new higher writing expectations are widely understood across the LA and the curriculum in schools is supporting achievement at a higher level.
- 80% of Southwark pupils in year 6 attained the expected standard in grammar, punctuation and spelling, compared with 77% nationally, a difference of 3 percentage points. In maths, 79% of pupils in Southwark achieved the expected standard, 4 percentage points more than those nationally, and 1 percentage point lower than pupils in London overall.

Higher Standard / Greater Depth of Performance

- 29% of Southwark pupils attained a higher scaled score in reading compared with 28% nationally and 31% in London. 22% of Southwark pupils reached a standard of greater depth in writing – 2 percentage points above the national average but 1 percentage point lower than London.
- 40% of Southwark pupils reached the higher scaled score in GPS compared with 34% nationally and 43% in London.

Priority for Improvement at KS2

- Further diminish the difference between Southwark and London performance at KS2 through school to school partnership work so that good practice is shared and pupil outcomes improved. This supplements the work of the Standards Team in working closely with schools to rapidly improve if their performance indicates a decline over time.
- Closing the gap for disadvantage pupils remains a priority. Southwark is working with the Schools Partnership Board, Teaching School Alliance, and other partners on a project entitled 'Challenge the Gap'.
- We continue to aspire for Southwark to be at or above the London average at all key stages including higher level at KS2 (more able pupils). We will continue to work with schools to address this objective.
- Analysis has identified that virtually every LA primary school has a proportion of pupils who did not meet the expected standard in combined reading, writing and maths - with pupils achieving one or two, but not all three subjects at the end of KS2. Schools are being supported to reach this objective of achieving the combined Floor Standard.

Progress Measures KS2

Progress from KS1 to KS2

Progress at KS2 is measured using pupils' prior attainment at KS1. Pupils KS2 progress is measured against the average scaled score alongside other pupils from their same KS1 attainment group. These groups are known as PAGs (prior attainment groups).

The national average is set at 0 and a school's overall progress score is determined by finding the average progress of each year 6 pupil compared with others in the same prior attainment group at KS1. Most pupils are expected to make good or better progress from their relative starting points.

	Reading			Writing			Maths		
	2016	2017	2018	2016	2017	2018	2016	2017	2018
Southwark	+1.1	+0.9	+1.1	+2.0	+0.9	+1.2	+1.4	+1.4	+1.3
National	0	0	0	0	0	0	0	0	0

- Southwark schools perform well and over the past 3 years were consistently better on average than schools nationally in each of reading, writing and maths progress.

Priorities for Improvement at KS2

- To continue to have progress measures that improve over time.

Key Stage 4 - GCSE (Provisional)

Over the past few years, there have been ongoing and significant changes in secondary school accountability. In 2016, the old GCSE headline measure of 5+ GCSEs or equivalent at A*-C including English and maths was replaced by the new key measures of attainment 8; progress 8; attainment in English and maths (A*-C); and English Baccalaureate (EBacc). Last year, in 2017, there were further reforms to GCSE assessment including the implementation of more challenging and rigorous testing and standards; a move towards exams being taken at the end of the two year course rather than on completion of modules; non-exam assessments were removed or reduced in a majority of GCSEs; a phased introduction of a new grading system whereby grades A*-G were replaced by grades 9 to 1 (with grade 9 being the highest and grade 1 being equivalent to a grade G); and headline threshold attainment measures involving reformed English and maths, using a grade 5 (strong pass) to determine the proportion achieving both English and maths, and the EBacc.

This year, 20 further subjects moved to the 9 to 1 grading structure (following English language; English literature and maths which moved to the new grading structure last year). In addition, for accountability purposes, from 2018, EBacc attainment will be based on an EBacc Average Point Score (APS) rather than a threshold measure.

New GCSE Grades (Introduced in 2017)

New grading structure	Old / current grading structure
9	A*
8	
7	
6	B
5 (strong pass)	
4 (standard pass)	
3	D
2	E
	F
1	G
U	U

The new and old grades are not directly equivalent. The new numeric grades do not align directly to the old alpha (letter) grades and consequently the Department for Education (DfE) has stressed that the old and

new grading systems cannot be directly compared. That being said, the new grades 9 to 4 represent a standard pass and would most closely resemble the old grades A*-C pass at GCSE.

For accountability purposes, the DfE have used grades 9 to 5 – a strong pass, to determine the proportion of pupils achieving English and maths, and previously the EBacc measure. This year EBacc performance is based on an Average Point Score.

Results for 2017 and 2018 are not directly comparable with performance in previous years owing to the large changes referred to. Any decrease in the LA's results should take into consideration the impact of changes in the DfE's point methodology which are applicable to legacy GCSEs and which was introduced in 2017, together with the more challenging and rigorous GCSE examinations faced by pupils.

Attainment and Progress 8 Scores

	Attainment 8 Score			Progress 8 Score		
	2016	2017	2018	2016	2017	2018
Southwark	52.9	50.5	49.8	0.22	0.31	0.29
London	51.9	48.9	49.2	0.16	0.22	0.23
National	50.1	46.4	46.5	-0.03	-0.03	-0.02

Notes: Results for 2018 are provisional. Revised data will be published in January 2019. Results for 2017 and 2018 are not directly comparable with those for 2016 as the latter is based on old point scores.

English & Maths and English Baccalaureate

	English and maths % A*-C (2016) OR % Grades 9 to 5 (2017 & 2018)			English Baccalaureate % A*-C (2016) OR % Grades 9 to 5 (2017) & A*-C OR APS (2018)		
	2016	2017	2018	2016	2017	2018
Southwark	69.3%	47.8%	47.9%	35.8%	32.8%	4.49
London	66.4%	48.2%	48.5%	31.9%	28.8%	4.41
National	63.3%	42.9%	43.2%	24.8%	21.4%	4.18

Notes: Results for 2018 are provisional. Revised data will be published in January 2019. Results for threshold measures for 2017 and 2018 are not directly comparable with those for 2016 which is based on the old A*-G grading structure and the achieving of grade C and above - broadly comparable to grades 9 to 4 (and which is equivalent to a standard pass of the new grading structure). Since 2017, accountability has been based on achieving grades 9 to 5 (a strong pass) in English and maths subjects. This year, a change to the way in which EBacc performance is measured was introduced - with the replacement of a threshold measure to an

average point score.

Highlights

- Provisional results show that 47.9% of pupils achieved a strong pass in English and maths combined – an improvement on the previous year of 0.1 percentage points. The LA's performance was better than performance nationally but below London by 0.6 points.
- The average EBacc score per Southwark pupil was 4.49 compared with 4.04 nationally and 4.41 across London on average.
- For the third successive year, Southwark's Attainment 8 score was better than both London and national averages, with a difference of between 0.6 to 3.3 points respectively .
- Southwark's provisional Progress 8 score was 0.29 points. Whilst lower than that for the previous year, results reflect a third year of positive progress and remain above both London and national levels.

Key Stage 4 Attainment - School Level Results 2016 to 2018

	Attainment 8		
	2016	2017	2018
Ark All Saints Academy	n/a	n/a	41.8
Ark Walworth Academy	48.3	46.8	40.4
Bacon's College	48.8	46.9	48.4
The Charter School	57.0	57.4	59.2
City of London Academy	57.4	56.5	52.0
Compass School Southwark	n/a	n/a	37.6
Globe Academy	45.6	47.8	46.4
Harris Academy at Peckham	45.6	37.9	42.7
Harris Academy Bermondsey	51.1	49.7	52.8
Harris Boys Academy East Dulwich	54.4	52.5	55.0
Harris Girls' Academy East Dulwich	58.3	52.6	52.0
Kingsdale Foundation School	60.8	55.9	54.8
Notre Dame RC Girls' School	49.9	43.6	47.4
Sacred Heart RC Secondary School	57.4	56.1	54.9
St Michaels' RC School	56.4	53.0	53.4
St Saviour's & St Olave's CofE School	55.6	53.2	56.7
St Thomas the Apostle College	56.8	52.0	53.6
Southwark	52.9	50.5	49.8
London	51.9	48.9	49.2
National	50.1	46.4	46.5

	Progress 8		
	2016	2017	2018
Ark All Saints Academy	n/a	n/a	-0.09
Ark Walworth Academy	-0.01	0.18	-0.44
Bacon's College	-0.48	-0.26	-0.03
The Charter School	0.32	0.43	0.64
City of London Academy	0.15	0.31	0.03
Compass School Southwark	n/a	n/a	-0.80
Globe Academy	0.06	0.39	0.39
Harris Academy at Peckham	0.15	-0.18	0.15
Harris Academy Bermondsey	0.19	0.24	0.89
Harris Boys Academy East Dulwich	0.53	0.73	0.81
Harris Girls' Academy East Dulwich	0.93	0.85	0.77
Kingsdale Foundation School	0.31	0.03	-0.13
Notre Dame RC Girls' School	0.21	0.05	0.62
Sacred Heart RC Secondary School	0.80	1.07	1.11
St Michaels' RC School	0.04	0.43	0.19
St Saviour's & St Olave's CofE School	0.14	0.27	0.57
St Thomas the Apostle College	0.91	0.91	0.90
Southwark	0.22	0.31	0.29
London	0.16	0.22	0.23
National	-0.03	-0.03	-0.02

	English & maths % A*-C (2016) OR % Grades 9 to 5 (2017 & 2018)		
	2016	2017	2018
Ark All Saints Academy	n/a	n/a	26%
Ark Walworth Academy	57%	40%	27%
Bacon's College	56%	42%	47%
The Charter School	77%	61%	68%
City of London Academy	79%	55%	53%
Compass School Southwark	n/a	n/a	17%
Globe Academy	61%	46%	48%
Harris Academy at Peckham	52%	16%	29%
Harris Academy Bermondsey	61%	47%	41%
Harris Boys Academy East Dulwich	69%	41%	50%
Harris Girls' Academy East Dulwich	80%	52%	54%
Kingsdale Foundation School	80%	62%	60%
Notre Dame RC Girls' School	66%	35%	33%
Sacred Heart RC Secondary School	79%	60%	64%
St Michaels' RC School	81%	55%	54%
St Saviour's & St Olave's C of E School	73%	57%	65%
St Thomas the Apostle College	83%	48%	54%
Southwark	69.3%	47.8%	47.9%
London	66.4%	48.2%	48.5%
National	63.3%	42.9%	43.2%

Sources: GCSE 2016 to 2018 - DfE performance tables and SFR

Notes: School level results above are for mainstream schools that were still operating at the end of 2017/18 academic year. LA and national results are for all state-funded funded schools.

Results for threshold measures for 2017 and 2018 are not directly comparable with those for 2016 which is based on the old A*-G grading structure and the achieving of grade C and above - broadly comparable to grades 9 to 4 (and which is equivalent to a standard pass of the new grading structure). Since 2017, accountability has been based on achieving grades 9 to 5 (a strong pass) in English and maths subjects.

Key Stage 5 - A Levels

Percentage of A Level Entries by Grade

	A* - A			A* - C			A* - E		
	2016	2017	2018	2016	2017	2018	2016	2017	2018
Southwark	22.8%	27.1%	24.9%	79.6%	80.1%	79.4%	98.9%	98.0%	98.6%
National	25.8%	26.2%	26.2%	77.5%	77.3%	76.8%	98.1%	97.9%	97.6%

Notes: LA results for 2018 are unvalidated, provisional and derived from directly provided data from schools. Not all schools have provided their data for 2018.

Highlights

- Compared to the previous year, there has been a general dip in A level performance with the percentage of exam entries being awarded the top grades A*-A, and A*-C decreasing. Conversely, the percentage of A level exams being awarded a pass grade increased – by 0.6 percentage points.
- For A*-A grades, there was a drop of 2.2 percentage points - from 27.1% the previous year to 24.9%.
- For A*- C grades, the percentage of entries awarded these grades was down by 0.7 percentage points - from 80.01% to 79.4%.
- Nationally, A level performance remained stable or declined. For the top grades, the picture remained static with 26.2% of entries being awarded A*-A. For the grades A*-C and A*-E, the percentage of exams awarded these grades was down on the previous year.
- In spite of the decrease in Southwark's A level performance, provisional results for 2018 indicate that we performed better than nationally for the percentage of entries awarded A*-C, and A*E grades - by 2.6 and 1.0 percentage points respectively.

The recruitment of a secondary and post 16 senior adviser has been completed. The aim is to enhance and extend the support provided to our secondary schools and post 16 providers – the majority of which are academies, so that they in turn are able to improve the life chances and opportunities for Southwark's young people through better educational outcomes.

Attainment of Pupils with Special Educational Needs

The report published on the 18th of August 2018 on joint local area special educational needs or disabilities inspection in Southwark by Ofsted and the Care Quality Commission judged that:

‘The educational outcomes achieved at the end of all key stages for children and young people who have SEN and/or disabilities (SEND) compare favourably with those of other pupils nationally. Leaders know where the inconsistencies are and challenge schools effectively to improve outcomes. Evidence of the challenge and support given to schools can be seen, for example in improved reading and mathematics outcomes in targeted primary schools.’

The cohort of pupils with EHC plans in each year group is small and learning difficulties can vary widely between them. Consequently there is no expectation of year-on-year improvement. This is the case for all Key Stages.

(SEN) Early Years Foundation Stage

Pupils with Education Health and Care Plans achieving a Good Level of Development (GLD)

	2016	2017	2018
Southwark	7%	N/A	N/A
London	5%	5%	Not yet available
National	4%	4%	Not yet available

Pupils at SEN Support achieving a Good Level of Development (GLD)

	2016	2017	2018
Southwark	35%	33%	29%
London	30%	31%	Not yet available
National	26%	27%	Not yet available

N/A = Cohort 0

- There were no pupils with EHC plans in the 2017 or 2018 EYFS cohorts.
- SEN support EYFS pupils continue to outperform their peers nationally and across London.

(SEN) Year 1 Phonics Screening Check (Provisional)

Pupils with Education Health and Care Plans meeting the required standard

	2016	2017	2018
Southwark	25%	22%	22%
London	26%	23%	23%
National	18%	18%	19%

Pupils at SEN support meeting the required standard

	2016	2017	2018
Southwark	56%	59%	55%
London	58%	58%	59%
National	46%	47%	48%

- SEN support pupils consistently outperformed national averages - by between 7 to 10 percentage points over the last 3 years.
- Performance over 3 years averaged 57% for the Southwark's SEN support pupils. 1 percentage point lower than the London average for the equivalent time frame.

(SEN) KS1 – Year 1 SATS at 7 Years Old (Provisional)

Pupils with Education Health and Care Plans Working at the Expected Standard at KS1

	Reading		Writing		Maths	
	2017	2018	2017	2018	2017	2018
Southwark	17%	13%	13%	15%	21%	15%
London	17%	15%	13%	12%	18%	16%
National	14%	13%	19%	9%	14%	13%

(SEN) KS1 – Year 1 SATS at 7 Years Old (Provisional)

Pupils at SEN support Working at the Expected Standard at KS1

	Reading		Writing		Maths	
	2017	2018	2017	2018	2017	2018
Southwark	42%	43%	30%	35%	40%	47%
London	45%	43%	35%	34%	46%	46%
National	34%	33%	23%	25%	35%	36%

- The percentage of pupils at SEN support working at the expected standard in reading, writing and maths has risen from 2016. Outcomes for Southwark pupils are in line with or better than London and better than the national average in all areas.

(SEN) KS2 – Year 6 SATS at 11 Years Old (Provisional)

Pupils with Education Health and Care Plans reaching the Expected Standard at KS2 in reading, writing and maths combined

	2016	2017	2018
Southwark	8%	8%	9%
London	10%	11%	Not yet available
National	7%	8%	Not yet available

Pupils at SEN support reaching the Expected Standard at KS2 in reading, writing and maths combined

	2016	2017	2018
Southwark	26%	30%	30%
London	28%	32%	Not yet available
National	16%	21%	Not yet available

Figures for 2018 are not yet available

The percentage of pupils at SEN support reaching the expected standard at Key Stage 2 in reading, writing and maths combined has risen in line with the increase across London and is well above the national average.

(SEN) Key Stage 4

Key Stage 4 pupil characteristics data for 2018 will not be available until January 2019.

Pupils with Education Health and Care Plans achieving English Baccalaureate

	2016	2017
Southwark	7.5%	3.2%
London	3.0%	3.9%
National	1.8%	1.4%

Pupils at SEN support achieving English Baccalaureate

	2016	2017
Southwark	9.8%	9.6%
London	9.1%	9.3%
National	6.0%	5.1%

- For the past 2 years, the percentage of KS4 pupils with SEN support achieving the English Baccalaureate is above London and substantially above national averages.

Average attainment 8 score for pupils with ECHP

	2016	2017
Southwark	20.5	20.3
London	18.7	15.7
National	17.0	13.9

Average attainment 8 score for pupils with SEN support

	2016	2017
Southwark	41.6	39.3
London	39.5	35.2
National	36.2	31.9

- The average attainment 8 score for pupils with SEN in Southwark is above London and National averages.

Average progress 8 score for pupils with Education Health and Care Plans

	2016	2017
Southwark	-1.0	-0.6
London	-0.9	-0.9
National	-1.0	-1.0

Average Progress 8 Score for Pupils with SEN support

	2016	2017
Southwark	-0.2	-0.1
London	-0.2	-0.3
National	-0.4	-0.4

- The average attainment 8 score for pupils with SEN in Southwark is above London and National averages.

(SEN) Post 16 - Attainment by Age 19

% of 19 year olds with statement of SEN or plan qualified to level 2 including English and maths

	2016	2017
Southwark	18%	13%
London	18%	17%
National	n/a	15%

% of 19 year olds with SEN support qualified to level 2 including English and maths

	2016	2017
Southwark	50%	45.2%
London	44%	44%
National	37%	37%

- The percentage of 19-year-olds with SEN support qualified to level 2 including English and maths is above London and national averages

Southwark Scholarship Scheme

The Southwark Scholarship Scheme supports Southwark residents who have made a positive impact in their community to go to university. The scheme pays for the university tuition fees of successful candidates, assisting high achieving young people from economically disadvantaged families.

Since the inception of the Council's Scholarship Scheme in 2011, there have been 89 students benefiting from the scheme.

For the 2018-19 intakes, 13 students were awarded the scholarship as detailed below:

School	University	Course of Study
Walworth Academy	Middlesex University	BSc Psychology with Neuroscience
Walworth Academy	University of Exeter	LLB Law
Globe Academy	Imperial College London	BEng Mathematics and Computer Science
Globe Academy	Bath Spa University	BA Dance
St Michael's Catholic College	University of Warwick	BA History
St Michael's Catholic College	University of Essex	BA Economics and Politics (including a year abroad)
Bacon's College	University of Surrey	BSc Mechanical Engineering
City Academy	City University of London	BSc Economics
King's College London Maths School	University of Bath	BSc Computer Science with placement
King's College London Maths School	Newcastle University	BSc Theoretical Physics
City and Islington College	University of Essex	BA History and Sociology
Evelyn Grace Academy	University of Brighton	MPharm Pharmacy
Woodhouse College	University of Edinburgh	BSc Computer Science with Mathematics

Post 16 Students

Southwark is required to track and support young people leaving school to secure as far as possible their journey into further education, training or employment. The performance in this area is now measured by the number of young people who are aged 16 and 17 and not in employment education or training (NEET), or whose activity is not known.

Performance Over Time (% of 16-17 Year Olds Recorded as Being NEET / Not Known)

NEET and Tracking	LA	England	1	2	3	4	5	LA direction
% 16-17 year olds NEET or whose activity is not known	8.7%	6.0%					5	↓
% 16-17 year olds NEET	1.5%	2.7%	1					↔
% 16-17 year olds whose activity is not known	7.2%	3.3%					5	↓

LA Support	LA	England	1	2	3	4	5	LA direction
%16-17 year olds in education and training	92.7%	92.0%			3			↓
% 16-17 year olds made an offer of an education place under September Guarantee	97.8%	94.7%		2				↓

The above data is based on the December 2017 to February 2018 averages.

The NEET figure for Southwark continues to be better than London and National averages, maintaining Southwark's ranking in the top quintile. In September 2017, 97.8% of Southwark 16 & 17 year olds had an offer of education or training, this is better than the national figure of 94.7% and London (95.7%).

There has been a change in performance in relation to establishing young peoples' current destinations. A high percentage of young people are educated out of the borough post 16 (70%). This figure has increased over recent years and is the highest of all London boroughs. The very high proportion of young people educated outside of Southwark adds to the challenge of monitoring young peoples' participation in education and training. The local authority is strengthening arrangements with schools and colleges to ensure timely data sharing. This will impact positively on not known performance.

CALM (Careers & Learning Mentoring programme)

Capitalising on previous grant-funded performance, the team successfully delivered a European Social Fund contract from 2016 to 2018.

CALM is a NEET outreach programme for 16-24 year olds not claiming Job Seekers Allowance, providing each young person with a qualified and experienced resilience mentor for support. The programme offered participants advice and guidance on their choices, progression planning and practical support e.g. preparation for interviews, travel costs. Participants were given support for 6 months after they engaged in education, training or employment. The programme ended in August 2018, 123 young people were signed onto the programme and 92 progressed into education, training or employment.

Children Looked After (CLA)

Southwark is responsible for 497 Looked After Children from Reception to Year 13, attending 227 schools and colleges across England and Wales. This is an increase of 49 children and young people from the previous year.

The Virtual School is responsible for ensuring that Children Looked After fulfil their potential at all stages of their learning journey so that they can go on to be successful in higher education, apprenticeships and employment.

The figures below in this report are based on 2017 educational outcomes for statutory school aged children looked after by Southwark, who may attend school both in and outside of the LA. 2017 outcomes are the most recently available DfE dataset. Published 2018 CLA performance data will not be available until spring 2019.

Changes in assessment methodology and performance measures introduced over recent years at Key Stages 1, 2 and 4 mean that, in many instances, comparisons cannot be made with more than one year's data.

CLA Attainment – Key Stage 2 2017

The 2017 Key Stage 2 assessments were assessed against the new, more challenging national curriculum that was introduced in 2016.

Percentage of Year 6 pupils achieving the expected standard 2016 to 2017

	Reading		Writing		Maths		RWM	
	2016	2017	2016	2017	2016	2017	2016	2017
Southwark	57%	52%	65%	61%	39%	61%	30%	39%
London	48%	56%	55%	57%	47%	57%	32%	42%
England	41%	45%	46%	47%	41%	46%	25%	32%

*Source: <https://www.gov.uk/government/collections/statistics-looked-after-children>

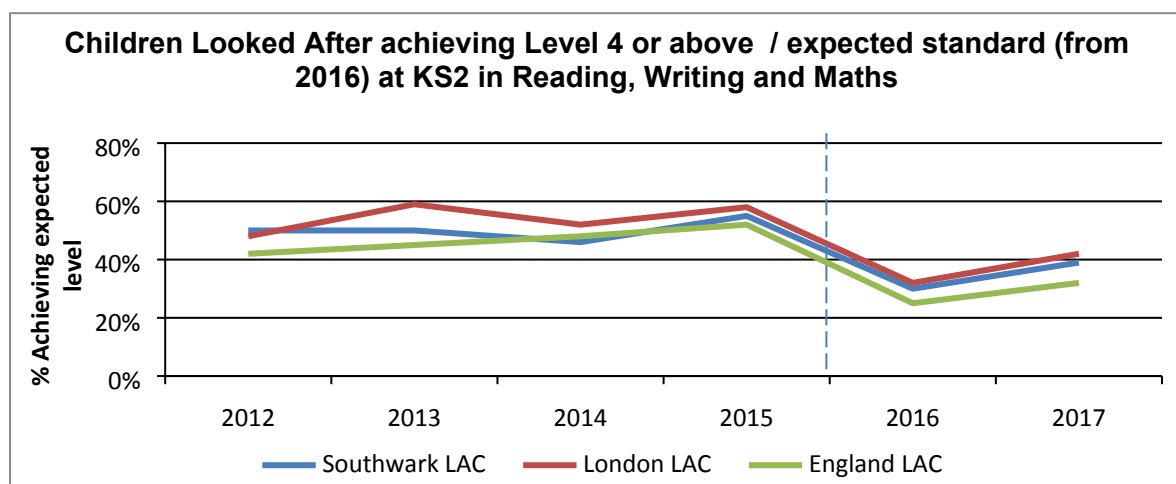
39% of Southwark pupils reached expected standards in reading, writing, and math (RWM) combined, an increase of 9 percentage points on 2016 Southwark CLA performance and an improving increase above England CLA. Southwark CLA attainment in maths improved by 22 percentage points on 2016 Southwark CLA performance. This follows a focussed approach to numeracy in the early Key Stages by the Virtual School.

Our Key Stage 2 attainment data showed some pleasing comparisons with national CLA and London performance.

- Compared with national CLA, Southwark looked after pupils were 7 percentage points above in reading, 14 percentage points above in writing and 15 percentage points above in maths. Southwark's combined RWM score was 7 percentage points above national CLA.
- Compared with London CLA, Southwark's looked after pupils were 4 percentage points above in both maths and writing. For separate Reading, Writing and Maths (RWM) however, Southwark's looked after pupils performed less well, with gaps of 4 and 3 percentage points respectively.

Compared with **all** children, Southwark CLA closed the gap in maths with Southwark (from 35 percentage points in 2016 to 18 percentage points in 2017), London (38 percentage points to 20 percentage points) and national (31 to 14 percentage points). For combined RWM, Southwark CLA closed the achievement gap with all Southwark children (from 28 to 25 percentage points), London (29 to 28 percentage points) and National (24 to 23 percentage points).

Southwark Virtual School's introduction of a Raising Achievement Panel has stimulated greater focus to progress monitoring and joint approaches to the removal of barriers to learning. Pupil Premium funding has been used to purchase Nimbl curriculum-related software and curriculum-related Letterbox mail-outs, delivered to the homes of children in care.



---- Introduction of new testing framework

Changes to national testing and assessing arrangements in 2016 impacted at local, regional and national level. In 2018/19 the Virtual School will strengthen approaches to literacy development to narrow the gap with all children.

Key Stage 2 Average Progress Score (2017)

Average progress score data needs to be treated with caution given the comparatively small cohort size at individual local authority level. Small cohorts of pupils, on which children in care are determined, can skew progress scores significantly. Overall progress of the Southwark KS2 cohort is skewed adversely by 3 pupils having no prior KS1 attainment.

	Reading	Writing	Maths
Southwark	-1.8	-1.8	-0.7
London	-0.2	-0.7	-0.9
England	-0.5	-0.8	-1.1

At Key Stage 2, Southwark CLA maths progress continues to be above London and England CLA. With 44% of the Key Stage 2 cohort identified with Special Education Needs, the Virtual School has focussed on early intervention to improve outcomes.

Individual progress scores show evidence of progress from low starting points;

- 48% (11) pupils in reading, 61% (14) pupils in writing and 65% (15) pupils in maths had a zero or greater progress score.
- 26% (6) pupils achieved positive progress scores in all three strands and 22% (5) pupils achieved positive progress scores in two strands.

Ofsted reported that Southwark Virtual School maintains a sound oversight of children's progress and attainment, particularly of those who are at risk of under-achievement and those who have poor school attendance.

CLA Attainment – GCSE 2017

NCER data at KS4

KS4 Measure	Level	Virtual School	National	Percentage Points Gap
EBacc. Entered		21%	9%	+12
EBacc Achieved	Standard, 9-4 & A*-C	9%	3%	+6
	Strong, 9-5 & A*-C	9%	2%	+7
EBacc Eng. Achieved	Standard, 9-4	27%	27%	0
	Strong, 9-5	21%	16%	+5
EBacc Mat. Achieved	Standard, 9-4	35%	23%	+12
	Strong, 9-5	21%	11%	+10
Achieved Basics	Standard, 9-4	24%	17%	+7
	Strong, 9-5	15%	7%	+8

*Source: <https://www.ncer.org/Nova/TreeView.aspx>

Published 2017 Key Stage 4 CLA performance data on the NCER database showed pleasing comparisons with national CLA.

- Southwark Virtual School had more EBacc entries. 21% of Southwark Virtual School GCSE cohort entered for EBacc qualifications compared to 9% nationally.
- The percentage of Southwark CLA achieving a strong pass (grades 9 to 5) in English and maths, together with A*-C grades in the remaining EBacc subjects, was higher than the national average.
- Southwark CLA achieved marginally lower in the EBacc English at a standard pass.
- Southwark Virtual School was above national levels for all other comparators.

Statistical First Release (SFR) data:

Following changes to the GCSE system, pupils received numerical grades in English and maths in 2017. Grades 9 to 4 in English and maths are therefore not a direct comparison on A*-C in English and maths in 2016 so a direct correlation cannot be made.

The newer measures of Attainment 8 and Progress 8 are a useful way of analysing the whole cohort and figures when comparing Southwark with performance nationally and across London.

Percentage achieving a pass in English and Maths at grades 9 to 4

	2016	2017
Southwark	x	23.5
London	20.8	20.0
England	17.5	17.5

*Source: <https://www.gov.uk/government/collections/statistics-looked-after-children>

In 2017, 23.5% of Year 11 CLA achieved a pass in English and maths at grades 9 to 4 which was higher than London and England CLA.

Progress Scores

	Average Attainment 8		Average Progress 8	
	2016	2017	2016	2017
Southwark	28.5	22.2	-0.6	-1.55
London	23.2	18.9	-1	-1.2
England	22.8	19.3	-1.1	-1.2

*Source: <https://www.gov.uk/government/collections/statistics-looked-after-children>

Southwark CLA Attainment 8 score remains above London and National CLA performance.

Assiduous support and challenge from Southwark Education Advisors for Children Looked After contributed to 2017 CLA outcomes. Interventions, including Supplementary Home Tuition, also funded by Pupil Premium Plus, have been central to these performance outcomes.

CLA Key Stage 5 - Outcomes

The 2017 Key Stage 5 CLA Cohort consisted of 192 young people. The raising of the participation age by government to 18 has accentuated the need to ensure that post-16 CLA educational progress is monitored and supported. This provides continuity during a key stage in a young person's life before leaving care.

Special Education Needs (SEN)

Year group	EHCP/Statement	SEN Learning support	Number in EET	% EET
12	13	9	17	77%
13	12	10	14	60%
KS5 total	25	19	30	70%

25 Southwark Key Stage 5 students had an Education Health Care Plan (EHCP) or historical statements. A further 19 young people had Special Educational Needs & Disabilities (SEND) learning support needs. For those with SEND, approximately 70% were in Education, Employment or Training (EET).

EET strategies

Southwark Virtual School has a strong focus on engagement strategies to ensure that students remain in EET. Information Advice and Guidance (IAG) is delivered early in Year 11 by a skilled, qualified IAG officer and transitional arrangements are developed in partnership with Social Care and Southwark Choices to ensure all young people have an action plan.

At the end of the 2017 academic year, 80% of Key Stage 4 CLA were in EET, 85% of student who were at risk of exclusion were retained in education following representation by Key Stage 5 Education Advisors and 93% of unaccompanied minors coming into the service were placed in provision within 14 days.

Higher Education

Southwark Virtual School provides specialist support to all students planning to enter higher education. We are pleased to report that 10 out of 11 of our A level/level 3 pupils progressed to higher education (94%).

Progress

76% of KS5 students from Entry Level through to A Level / Level 3 met or exceeded their academic targets through the course of the academic year. This was achieved through targeted skilled education-related support, delivering 1-1 tuition, students' transitions to A levels and exam support.

Attendance Across Southwark Primary and Secondary Schools

The latest complete academic year figures on pupil attendance are for the academic year 2016/17. These latest full year figures show a slight improvement in primary attendance for Southwark schools but conversely a slight worsening for secondary attendance. In spite of this, the overall attendance for Southwark's secondary schools remains above the National and London averages.

Primary Schools

Note: The lower the % the better the performance

	Year	Southwark	London	National
Authorised Absence %	2012/13	3.5%	3.5%	3.9%
	2013/14	2.8%	3.0%	3.0%
	2014/15	2.9%	3.1%	3.1%
	2015/16	2.8%	3.1%	3.1%
	2016/17	2.6%	2.9%	3.0%
Unauthorised Absence %	2012/13	1.0%	1.0%	0.8%
	2013/14	0.9%	1.0%	0.8%
	2014/15	1.0%	1.0%	0.9%
	2015/16	1.1%	1.0%	0.9%
	2016/17	1.1%	1.1%	1.1%
Persistent Absence %	2012/13	3.2%	2.6%	2.7%
	2013/14	2.0%	2.0%	1.9%
	2014/15	2.4%	2.2%	2.1%
• See footnote	2015/16	8.2%	8.6%	8.2%
	2016/17	7.8%	8.3%	8.3%

¹ New PA threshold based on 10% or more of a pupil enrolment's possible sessions was introduced in the 2015/16 academic year. To enable comparison with 2014/15, PA figures quoted in the above highlights and relating to the previous year are based on calculations provided by the DfE using the new methodology.

Overall Attendance %	2012/13	95.5%	95.5%	95.3%
	2013/14	96.3%	96.1%	96.1%
	2014/15	96.1%	95.9%	96.0%
	2015/16	96.2%	95.9%	96.0%
	2016/17	96.3%	96.0%	96.0%

Source: School Census

Highlights

- Overall attendance has risen across all Southwark primary schools by 0.1 percentage point and continues to exceed London and national rates.
- Southwark's unauthorised absence rate has remained at 1.1%, and is now in line with London and national averages (both are also at 1.1%).
- Southwark's authorised absence rate decreased by 0.2 percentage points to 2.6% in 2016/17 when compared to the previous year, better than both London (2.9%) and national (3.0%) data.
- Persistent absence data in 2016/17 decreased by 0.4 percentage points when compared to last year's data, and is below both London and national data (both at 8.3% for 2016/17).

Secondary Schools

Note: The lower the % the better the performance

	Year	Southwark	London	National
Authorised Absence %	2012/13	3.7%	3.9%	4.5%
	2013/14	3.2%	3.5%	3.9%
	2014/15	3.2%	3.6%	4.0%
	2015/16	3.0%	3.5%	3.8%
	2016/17	3.0%	3.5%	3.8%
Unauthorised Absence %	2012/13	1.4%	1.3%	1.4%
	2013/14	1.1%	1.3%	1.3%
	2014/15	1.2%	1.3%	1.3%
	2015/16	1.2%	1.4%	1.4%
	2016/17	1.3%	1.5%	1.5%
Persistent Absence %	2012/13	5.6%	5.0%	6.5%
	2013/14	3.7%	4.3%	5.3%
	2014/15	4.2%	4.5%	5.4%
• See footnote	2015/16	9.7%	11.7%	13.1%
	2016/17	10.3%	11.9%	13.5%

New PA threshold based on 10% or more of a pupil enrolment's possible sessions was introduced in the 2015/16 academic year. To enable comparison with 2014/15, PA figures quoted in the above highlights and relating to the previous year are based on calculations provided by the DfE using the new methodology.

Overall Attendance %	2012/13	94.9%	94.8%	94.1%
	2013/14	95.7%	95.2%	94.8%
	2014/15	95.6%	95.1%	94.7%
	2015/16	95.8%	95.1%	94.8%
	2016/17	95.6%	95.0%	94.6%

Source: School Census

Highlights

- Overall attendance across Southwark secondary schools has slightly decreased by 0.2 percentage points, from 95.8% (2015/16) to 95.6% (2016/17), although continues to outperform both London and National rates.
- Authorised absence rates have remained at the same rate in Southwark in 2016/17 as the previous year, and rates continue to stay lower than London and National averages. Although an increase of 0.1 percentage point was seen in unauthorised absence within Southwark schools, this follows the London and national trend, and the borough's average remains better than the London and national rates.
- Despite Persistent Absence rates increasing from 2015/16 by 0.6 percentage points, the rate for Southwark secondary schools remains considerably below London and National data at 10.3%.

Exclusions

Primary Permanent Exclusion Rates

	2012/13	2013/14	2014/15	2015/16	2016/17
Southwark	0.00	0.00	0.00	x ¹	x ¹
London	0.01	0.01	0.01	0.01	0.01
National	0.02	0.02	0.02	0.02	0.03

Primary Fixed Period Exclusion Rates

	2012/13	2013/14	2014/15	2015/16	2016/17
Southwark	0.72	0.82	1.43	1.50	1.45
London	0.66	0.68	0.81	0.84	0.83
National	0.88	1.02	1.10	1.21	1.37

Secondary Permanent Exclusion Rates

	2012/13	2013/14	2014/15	2015/16	2016/17
Southwark	0.17	0.14	0.12	0.15	0.23
London	0.16	0.15	0.17	0.16	0.19
National	0.12	0.13	0.15	0.17	0.20

Secondary Fixed Period Exclusion Rates

	2012/13	2013/14	2014/15	2015/16	2016/17
Southwark	7.72	5.15	5.84	6.41	7.26
London	6.45	5.94	6.71	6.87	7.50
National	6.72	6.62	7.51	8.46	9.40

Combined School Phases Fixed Period Exclusion Rates

	2012/13	2013/14	2014/15	2015/16	2016/17
Southwark	3.70	3.01	3.53	3.59	3.84
London	3.13	2.91	3.28	3.36	3.66
National	3.52	3.50	3.88	4.29	4.76

¹x = 1 or 2 pupils, or a percentage based on 1 or 2

Permanent Exclusions

- Southwark primary school permanent exclusions have remained low in the last 5 years, with 2 recorded in the last year.
- There has been a slight rise in permanent exclusions in secondary schools of 0.08 percentage points. London and national averages have also increased this year.
- The rate relates to the permanent exclusions of 38 pupils from a total of 13 Southwark schools in all phases.
- The overall rate of permanent exclusions is expressed as a percentage of the school population. In 2016/17, Southwark's rate was jointly ranked 64th, having been ranked joint 42nd in the previous year. Nonetheless, the LA remained in the second quartile for having the lowest rate of permanent exclusion.

Fixed Period Exclusions

- Latest figures for the number and rate of fixed period exclusions at Primary phase issued by Southwark and London in 2016/17 reflect a slight reduction in rate whilst nationally there has been a 0.16 percentage points increase.
- Rates for fixed period exclusions from secondary schools have increased nationally and locally.
- Within Southwark, the largest number of fixed period exclusions were issued by its secondary schools (1139), followed by primary schools (367), and lastly by special schools (87).
- Compared against the previous year, there has been a large increase in the number of fixed period exclusions issued by Southwark's secondary schools – from 966 – equating to a 17.9% increase. Conversely, there was a decrease in the number of fixed period exclusions issued by Southwark primary and special schools – from 381 to 367 amongst primary schools and from 121 to 87 amongst special schools. This was equivalent to a decline of 3.7% and 28.1% for primary and special schools respectively.
- 1,593 fixed period exclusions were issued by Southwark primary, secondary and special schools combined - equivalent to 3.84% when expressed as a percentage of the overall school population. Compared to the previous year, this represents an increase in both the number and rate of fixed period exclusions - from 1,468 and 3.59% respectively.
- For the fourth consecutive year, the rate of fixed period exclusion for Southwark continued to be below the national rate of 4.76% (4.29% in 2015/16).
- Whilst Southwark's fixed period exclusion rate continued to exceed the London average which stood at 3.66% for 2016/17 (3.36% in 2015/16), the gap between the two have narrowed to 0.18 percentage points (from 0.23 percentage points in 2015/16).
- The LA was ranked 53rd lowest for the rate of fixed period exclusion (60th in 2015/16) – an improvement of 7 places. We remained in the second quartile for having the lowest rate of fixed period exclusion.

Priorities for improvement

- Review local data sets with secondary sector leaders to understand current trends and challenges with pupil behaviour and exclusion decisions.
- Review of systems across secondary education sector to identify pupils at high risk of exclusion and improve joint working with academies to respond to the needs of this target group.
- Senior advisers will work alongside Early Help to carry out contextual analysis of Primary Schools where fixed term exclusions are above the Southwark average. Schools will be offered strategies to support this improvement.
- Newly appointed education adviser for secondary and post 16 to work closely alongside Early Help and secondary school leaders to identify areas for support and improvement.

Quality of Southwark Schools

90% of schools in Southwark are judged by Ofsted as providing good or outstanding educational provision **a 13 percentage points increase** since 2012. A summary of Ofsted judgements of Southwark schools is shown in the table below, with a full breakdown of the Ofsted rating for every school set out in Appendix 1.

Overall Ofsted Judgement as at end of August 2018*

105 schools currently with an Ofsted Judgement (including Special Schools)	2018 %
2 Schools in Special Measures (1 secondary academy; 1 maintained primary)	2%
0 Schools in Serious Weaknesses	0%
9 Schools Require Improvement (8 maintained primary schools and 1 primary academy)	9%
58 Schools Judged Good	55%
36 Schools Judged Outstanding	34%
94 Schools Judged Good or Outstanding	90%

Out of the 9 schools deemed to Require Improvement, 3 were judged good for the effectiveness of their leadership and management; 6 were judged good for their early years provision; and 6 were judged good for personal development, behaviour and welfare.

Improvement over time

Overall Ofsted Judgements	2012	2013	2014	2015	2016	2017	2018
Special Schools judged either Good or Outstanding	77%	100%	100%	100%	100%	100%	100%
Primary / Infant & Nursery Schools judged either Good or Outstanding	72%	85%	85%	87%	91%	87%	87%
Secondary Schools judged either Good or Outstanding	87%	93%	93%	94%	94%	94%	94%
All Schools judged either Good or Outstanding	77%	88%	88%	89%	92%	89%	90%

* Figure includes schools that were inspected by the end of the 2017/18 academic year but whose Ofsted report may have not yet been published by the end of August 2018. Newly opened schools do not have an inspection judgement in their first three years of operation.

Appendix 1. Ofsted Ratings - 31st August 2018

Key: 1 – Outstanding. 2 - Good. 3 - Requires Improvement. 4 - Inadequate/Special Measures.

School Name	Type	Current OFSTED:	
		Inspection Date	Inspection Rating
Nursery Schools			
Ann Bernadt Nursery School	Nursery	28/11/2013	2
Dulwich Wood Nursery School	Nursery	11/05/2016	2
Grove Children & Family Centre	Nursery	03/12/2014	2
Kintore Way Nursery School and Children's Centre	Nursery	20/09/2013	1
Nell Gwynn Nursery School	Nursery	09/07/2015	2
Primary Schools			
Albion Primary School	Primary	12/10/2011	1
Alfred Salter Primary School	Primary	07/10/2016	3
Angel Oak Academy	Primary	12/10/2017	1
Bellenden Primary School	Primary	25/09/2013	2
Bessemer Grange Primary School	Primary	11/03/2015	2
Boucher Church of England Primary School	Primary	06/05/2008	1
Brunswick Park Primary School	Primary	14/12/2016	3
Camelot Primary School	Primary	18/01/2018	2
Charles Dickens Primary School	Primary	10/03/2008	1
Charlotte Sharman Primary School	Primary	17/04/2015	2
Cobourg Primary School	Primary	14/03/2018	3
Comber Grove School	Primary	07/05/2015	2
Crampton School	Primary	05/02/2014	1
Crawford Primary School	Primary	13/03/2013	1
Dog Kennel Hill School	Primary	13/09/2011	2
Dulwich Hamlet Junior School	Primary	16/09/2008	1
Dulwich Village Church of England Infants' School	Primary	16/09/2008	1
Dulwich Wood Primary School	Primary	07/03/2012	2
English Martyrs Roman Catholic Primary School	Primary	08/07/2016	2
Friars Primary Foundation School	Primary	17/05/2018	2
Goodrich Community Primary School	Primary	08/12/2016	2
Goose Green Primary and Nursery School	Primary	01/02/2017	3
Grange Primary School	Primary	05/10/2012	2
Harris Primary Academy East Dulwich	Primary	10/05/2017	1
Harris Primary Academy Peckham Park	Primary	14/03/2018	2
Harris Primary Free School Peckham	Primary	20/04/2017	2
Heber Primary School	Primary	30/09/2015	2
Hollydale Primary School	Primary	07/02/2018	2
Ilderton Primary School	Primary	18/06/2015	1
Ivydale Primary School	Primary	08/02/2017	3
John Donne Primary School	Primary	11/10/2011	1
John Ruskin Primary School and Language Classes	Primary	28/01/2009	1
Judith Kerr Primary School	Primary	13/05/2015	2

School Name	Type	Current OFSTED:	
		Inspection Date	Inspection Rating
Keyworth Primary School	Primary	10/05/2018	2
Lyndhurst Primary School	Primary	06/11/2014	2
Michael Faraday School	Primary	17/10/2014	2
Oliver Goldsmith Primary School	Primary	02/11/2016	3
Peter Hills with St Mary's and St Paul's CofE Primary	Primary	22/05/2013	2
Phoenix Primary School	Primary	18/06/2015	1
Pilgrims' Way Primary School	Primary	02/07/2015	2
Redriff Primary School	Primary	14/09/2011	1
Riverside Primary School	Primary	05/10/2011	1
Robert Browning Primary School	Primary	16/11/2017	3
Rotherhithe Primary School	Primary	15/01/2014	2
Rye Oak Primary School	Primary	01/12/2016	2
Saint Joseph's Catholic Primary School, the Borough	Primary	06/12/2013	2
Snowsfields Primary School	Primary	04/07/2013	2
Southwark Park Primary School	Primary	07/03/2014	2
St Anthony's Catholic Primary School	Primary	24/02/2012	2
St Francesca Cabrini Primary School	Primary	12/06/2013	2
St Francis RC Primary School	Primary	06/12/2012	2
St George's Cathedral Catholic Primary School	Primary	05/05/2016	3
St George's Church of England Primary School	Primary	02/05/2018	2
St James' Church of England Primary School	Primary	20/11/2014	2
St James the Great Roman Catholic Primary School	Primary	28/03/2017	2
St Johns' and St Clements Church of England Primary	Primary	06/12/2013	2
St John's Roman Catholic Primary School	Primary	11/02/2011	2
St John's Walworth Church of England Primary School	Primary	29/06/2009	1
St Joseph's Catholic Infants School	Primary	04/10/2013	2
St Joseph's Catholic Junior School	Primary	16/01/2013	2
St Joseph's Catholic Primary School	Primary	25/05/2012	1
St Joseph's Roman Catholic Primary School	Primary	09/01/2007	1
St Jude's Church of England Primary School	Primary	16/10/2014	2
St Mary Magdalene Church of England Primary School	Primary	28/06/2013	2
St Paul's Church of England Primary School, Walworth	Primary	28/02/2018	4
St Peter's Church of England Primary School	Primary	25/01/2013	2
Surrey Square Primary School	Primary	07/12/2016	1
The Belham Primary School	Primary	17/07/2018	2
The Cathedral School of St Saviour and St Mary Overy	Primary	22/10/2008	1
Tower Bridge Primary School	Primary	28/01/2016	2
Townsend Primary School	Primary	25/01/2017	3
Victory Primary School	Primary	25/10/2013	2
Secondary Schools			
Ark All Saints Academy	Secondary	03/06/2015	2
Ark Globe Academy	Secondary	24/10/2014	2
Ark Walworth Academy	Secondary	23/10/2014	2
Bacon's College	Secondary	02/02/2017	4
City of London Academy (Southwark)	Secondary	07/10/2011	2

School Name	Type	Current OFSTED:	
		Inspection Date	Inspection Rating
Compass School Southwark	Secondary	18/05/2017	2
Harris Academy Bermondsey	Secondary	19/03/2015	1
Harris Academy Peckham	Secondary	20/09/2011	2
Harris Boys' Academy East Dulwich	Secondary	08/12/2011	1
Harris Girls' Academy East Dulwich	Secondary	15/03/2012	1
Kingsdale Foundation School	Secondary	15/06/2017	1
Notre Dame Roman Catholic Girls' School	Secondary	22/11/2012	1
Sacred Heart Catholic School	Secondary	12/12/2012	1
St Michael's Catholic College	Secondary	04/07/2013	1
St Saviour's and St Olave's Church of England School	Secondary	26/02/2009	1
The Charter School	Secondary	05/11/2009	1
The St Thomas the Apostle College	Secondary	28/11/2014	1
University Academy of Engineering South Bank	Secondary	10/05/2017	2
Special Schools			
Beormund Primary School	Special	01/03/2013	2
Bethlem and Maudsley Hospital School	Special	18/11/2011	1
Cherry Garden School	Special	05/06/2015	1
Evelina Hospital School	Special	31/01/2013	1
Haymerle School	Special	12/03/2015	2
Highshore School	Special	27/02/2013	2
Newlands Academy	Special	29/11/2012	2
Spa School	Special	02/12/2015	1
Tuke School	Special	05/10/2011	1
PRU			
Southwark Inclusive Learning Service (SILs)	PRU	30/01/2015	2

Notes: Above table based on latest inspections judgements for schools with an inspection by 31st July 2018

Source: School Inspections and Outcomes: Management Information

Appendix 2. Detailed Cohort Characteristics in relation to attainment only.

NOTE: The commentary below refers only to attainment. This does NOT include the amount of progress individuals or groups of pupils have made in phonics, reading, writing and maths. Progress is a key factor in determining how well children achieve. Commentary relating to performance by pupil ethnicity is based on pupils where their ethnicity is known and where the cohort size is 30 or more. Commentary relating to performance by pupils' SEN and EAL status does not include pupils where their status (for the specific characteristic) is unknown. All commentary is based on provisional 2018 data.

List of abbreviations:

RWM - Reading, writing and mathematics GPS – grammar, punctuation and spelling FSM - free school meals SEN - special educational needs EHC - education, health and care plan

Cohort	Phonics	KS1	KS2
Total cohort	84.5% of Year 1 children achieved the required phonics screening standard of 32 or more points.	78.5%; 74.2%; 78.3%; and 82.2% of pupils achieved expected standard and above in KS1 reading; writing; maths; and science respectively. Attainment was highest in KS1 science, followed by reading.	76.7%; 79.7%; 79.9%; 79.5%, 83.0%; and 68.0% were working at the expected standard in reading; writing; GPS; maths; science and RWM combined respectively. Attainment highest in science followed by GPS.
Gender ▪ Boys ▪ Girls	Girls were more likely to achieve the required phonics standard compared to boys, with 86.8% of girls achieving the standard compared to 82.3% of boys. When taking into consideration the proportion of the overall cohort boys accounted for, boys were slightly under represented amongst the cohort of children reaching the required standard in phonics.	Girls out performed boys in all KS1 subjects. The gap between the 2 genders was largest in writing at 12.3 percentage points. Conversely the gap between the 2 was smallest in maths at 2.0 percentage points. Comparing the share boys represent of the eligible cohort, and the proportion they account for of the cohort achieving the expected standard and above, boys were repeatedly under represented (be it by a small amount) in all subjects.	Girls out performed boys in all KS2 subjects. The gap between the 2 genders was largest in reading, writing and maths combined at 12.7 percentage points. If looking at the separate subjects that gap was largest in writing. Conversely the gap between boys and girls was smallest in maths at 5.6 percentage points. If comparing the proportion each gender represented of the eligible cohort against the cohort of children that were working at the expected standard, boys were under represented in all KS2 subjects.

Cohort	Phonics	KS1	KS2
FSM eligible <ul style="list-style-type: none"> Eligible Not eligible 	<p>79.0% of FSM eligible children achieved the required phonics standard compared to 86.5% of those not eligible.</p> <p>FSM eligible children were under represented amongst those achieving the required phonics standard - accounting for 24.1% of the overall eligible phonics year 1 cohort, yet making up only 22.5% of those reaching the standard.</p>	<p>Pupils eligible for FSM performed less well than their non eligible counterparts in all KS1 subjects - with the gap being largest in maths (12.3 percentage points gap).</p> <p>Additionally, pupils eligible for FSM were slightly under represented across all KS1 subjects, amongst those achieving the expected standard and above.</p>	<p>FSM eligible pupils performed less well compared to their non eligible counterparts. The gap in performance was largest for reading, writing and maths combined at 13.3 percentage points, or, if looking at separate KS2 subjects, in maths (12.3 percentage points).</p> <p>FSM eligible pupils were under represented amongst those working at the expected standard in all KS2 subjects when taking into account the proportions they made up of the overall cohort.</p>
SEN detailed <ul style="list-style-type: none"> No SEN SEN support Statement or EHC Plan 	<p>91.3% of children with no SEN achieved the required phonics standard compared to 49.2% of SEN children.</p> <p>The more advanced the SEN, the smaller the percentage of the cohort that achieved the required phonics standard, i.e., 22.4% of children with a statement of SEN or an EHC plan met the phonics required standard compared to 53.5% of children with SEN support.</p> <p>SEN children as a whole were disproportionately under represented and by a substantial amount. Although making up 15.7% of the overall cohort, children with SEN</p>	<p>Children with SEN fared substantially less well than those with no registered SEN, across the whole of KS1, with the gap in attainment being largest in writing (51.3 percentage points gap), followed by the attainment gap in reading of 49.4 percentage points.</p> <p>The more advanced the SEN stage, the smaller the percentage of the cohort that achieved the expected standard at KS1 and for all subjects.</p> <p>Taking into consideration the proportion of the eligible cohort represented by SEN children compared with the proportion they account for amongst those who achieved the expected standard and</p>	<p>Across the whole of KS2, children with SEN fared less well than those with no registered SEN, with the gap in attainment (for the separate KS2 subjects) being largest in writing - 47.7 percentage points gap, followed by the attainment gap in GPS of 46.5 percentage points. For reading, writing and maths combined, the gap was 48.1 percentage points.</p> <p>The more advanced the SEN stage, the smaller the percentage of the cohort working at the expected standard at KS2 and in all subjects.</p> <p>When considering the share of the eligible cohort represented by children with SEN compared to their</p>

Cohort	Phonics	KS1	KS2
	represented only 9.1% of the cohort who achieved the required phonics standard. The disparity was greatest amongst children with SEN support.	above at KS1, SEN children as a whole and for all stages were disproportionately represented in all KS1 subjects by a considerable amount. SEN support children were most disproportionately under represented across all KS1 subjects.	representation amongst those working at the expected standard at KS2, SEN children were disproportionately under represented in all subjects. More specifically, children with SEN support were most under represented.
Ethnicity <ul style="list-style-type: none"> ▪ Asian or Asian British <ul style="list-style-type: none"> ▫ Bangladeshi ▫ Indian ▫ Pakistani ▫ Any Other Asian ▪ Black or Black British <ul style="list-style-type: none"> ▫ Black African ▫ Black Caribbean ▫ Any Other Black ▪ Chinese ▪ Mixed / Dual Heritage <ul style="list-style-type: none"> ▫ White & Black African ▫ White & Black Caribbean ▫ White & Asian ▫ Any Other Mixed ▪ White <ul style="list-style-type: none"> ▫ White British ▫ Irish ▫ Traveller of Irish Heritage ▫ Gypsy Roma 	<p>Of the main ethnic group, Chinese children followed by Black children performed the best with 94.9% and 85.8% respectively achieving the required phonics standard. Conversely, children from any other ethnic group followed by children of mixed / dual heritage had the lowest performance with 79.2% and 83.1%, of the two main ethnic groups respectively, achieving the expected phonics standard.</p> <p>Based on the more detailed ethnic groups, Chinese children achieved the highest percentage for phonics screening. White and Asian children were the next highest performing ethnic group with 91.7% reaching the standard. In contrast, at 78.1%, phonics attainment was lowest for White and Black Caribbean children compared to all other children. Children from any other ethnic group had the second lowest performance at 79.2%.</p> <p>Children from Black Caribbean; White and Black Caribbean; White British;</p>	<p>Of the major ethnic groupings, Chinese children attained the highest percentage for expected standard in all KS1 subjects - reading (87.9%); writing (91.4%); maths (91.4%); and science (93.1%). Conversely, children from any other ethnic group had the lowest performance for working at expected standard across all KS1 subjects - reading (68.1%); writing (66.8%); maths (73.8%); and science (73.4%).</p> <p>Based upon the more detailed ethnic groups, White and Asian pupils achieved the highest percentage for working at expected standard in all KS1 subjects other than writing. For reading and maths, 95.6% of White and Asian pupils achieved the expected standard whilst for science the percentage achieving expected standard and above was 97.8%. Chinese pupils achieved the highest percentage for working at expected standard in writing (91.4%).</p> <p>No one ethnic group repeatedly attained the lowest percentage for</p>	<p>Based on main ethnic groupings, Chinese children achieved the highest percentage for working at expected standard in separate writing; separate maths and science. White pupils achieved the highest percentage for working at the expected standard in separate reading; and reading, writing and maths combined, whilst Asian children were the highest achievers for GPS.</p> <p>Pupils from any other ethnic group attained the lowest percentages across the whole range of KS2 subjects other than for maths whereby Black pupils had the lowest performance.</p> <p>Taking into consideration the proportions represented by each major ethnic grouping of the overall cohort, children from any other ethnic background group were consistently under represented - be it by a nominal amount, amongst those working at the expected standard across the KS2 subjects.</p>

Cohort	Phonics	KS1	KS2
<ul style="list-style-type: none"> □ Any Other White ▪ Any Other Ethnic Group 	<p>any other mixed background; and any other ethnic group were under represented by varying small amounts, amongst eligible Year 1 children who achieved the required Phonics standard - based on comparisons against the proportion these ethnic groups each represented of the overall Year 1 cohort.</p>	<p>working at the expected standard across the different KS1 subjects. For reading and science, pupils of any other ethnic group achieved the lowest performance (68.1% and 73.4% respectively); White and Black Caribbean children attained the lowest percentage for writing (61.5%); and Black Caribbean pupils had the lowest performance in maths (64.2%).</p> <p>If comparing the proportion of the overall cohort against the cohort of children working at expected standard in each of the KS1 subjects by each ethnic group, children from Black Caribbean; White and Black Caribbean; any other Black background; and from any other ethnic group were slightly but repeatedly under represented compared to their peers.</p>	<p>Based on the more detailed ethnic groups, children of any other Asian background had the highest performance for separate reading; GPS; separate maths and RWM combined. Chinese children were the highest performers for separate writing; and science.</p> <p>Compared to the other detailed ethnic groupings, Black Caribbean pupils achieved the lowest percentage in all KS2 subjects - separately and combined.</p> <p>Amongst children working at expected standard, Black Caribbean pupils; those of any other Black background; and those of any other ethnic group, were repeatedly under represented - i.e., across all KS2 subjects (when factoring in the proportion of the eligible cohort these 3 ethnic groups each accounted for).</p>
<p>EAL</p> <ul style="list-style-type: none"> ▪ English ▪ Other than English ▪ Unknown / Missing 	<p>Children whose mother tongue was not English performed better than those with English as a first language - 85.9% and 83.6% respectively.</p>	<p>Children with English as their first language performed better than pupils with other than English as a first language in all KS1 subjects other than maths.</p> <p>When measuring the proportion each group represented of the overall cohort against those working at the expected standard in the various KS1 subjects, children with English as an additional language, were slightly under represented amongst those</p>	<p>Compared to pupils with English as a first language, other than for separate reading, and reading, writing and maths combined, a higher percentage of EAL pupils were working at the expected standard across the KS2 subjects.</p>

Cohort	Phonics	KS1	KS2
		achieving the expected standard in reading and science, whilst children with English as a first language were slightly under represented amongst those working at the expected standard in maths.	
Disadvantaged pupils <i>(in receipt of pupil premium for FSM6; adopted from care; LAC)</i>	<p>Disadvantaged children performed less well than their non disadvantaged counterparts - 80.2% compared to 86.3% respectively - a difference of more than 6 percentage points.</p> <p>If taking into consideration the proportion of the overall cohort accounted for by disadvantaged children and compared against the proportion they account for amongst those who successfully met the required phonics standard, it is apparent that disadvantaged children were under represented in the latter cohort, be it by a small amount.</p>	<p>Pupils defined as being disadvantaged performed less well than their non disadvantaged counterparts and by a substantial amount. The largest difference in performance was in maths - a 12.6 percentage points gap.</p> <p>Taking into account their share of the overall cohort, disadvantaged children were additionally and repeatedly under represented amongst those working at the expected standard across all KS1 subjects.</p>	Disadvantaged children performed less well than their non-disadvantaged counterparts. Additionally, the latter were consistently under represented amongst the cohort of children working at the expected standard and in all KS2 subjects.

Notes: Analysis based on internally held provisional attainment data: Phonics and KS1 – 23/07/2018; and KS2 – 04/09/2018. Analysis of performance by pupil characteristics based on matched January 2018 school census data and pupil premium data.

Sources: Provisional Phonics, KS1 and KS2 2018, and January 2018 school census.

APPENDIX 1**Workforce report 2017-18**

This report looks at the profile of Southwark Council employees and at human resources management activities over financial year 2017–18.

Scope

1. It covers all departments of the council and directly employed substantive employees. It therefore excludes those under the management of schools.
2. All departmental details will relate to organisational structures as at year end 2017-18.
3. All workforce profile data will be at the end of the year 2017-18.
4. All data related to the outcomes of HR activity will cover the period April 2017 – March 2018, unless stated.
5. For completeness, information is given on the numbers of agency workers engaged. They are an important addition to our workforce resources but do not have a direct contractual relationship with the council and therefore details are limited.
6. The data used in this report is rounded up or down. It is for this reason that, on occasions, tables may not add up to 100%.

Content

The report –

1. Begins with key data. This includes an overview of employees' profile and some comparative data from previous years.
2. Looks at the profile of the council's employees against each protected characteristic where information is available (sex, ethnic origin, age, disability).
3. Includes gender pay gap data as set out in legislation. Previous reports have included gender data, but new requirements include specified formulas.
4. Will be discussed with the constituent trade unions.

The report will be published on the council's intranet, (the Source), and the Southwark website; www.southwark.gov.uk

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Key data - Workforce 2017 - 18

The details below pull out some key information from the report that follows about the workforce. It aims to provide a quick reference and to give context by looking at details from previous years where comparisons can be made.

Year 2017-18			Context		
Number of employees (headcount)			Number of employees		
4110					

Section 1: Workforce Numbers & Employee Profiles

1. The headcount of employees was 4,110. This excludes casual workers and others who are not directly employed such as agency workers. A workforce population of 4,110 is a reduction of 1% of employee numbers in 2016-17. (Key Data).
2. Southwark has a similar size workforce to boroughs such as Islington, Newham, Tower Hamlets, Camden and Hackney who have similarly retained key services in-house rather than outsourcing. The average size of London boroughs for 2017/18 was 2,557 and 3,059 for inner London boroughs.
3. Employees in the three service departments make up 82% of the council's workforce (Children's & Adults; Environment & Leisure; Housing & Modernisation). (*Reference data 1*)
4. The highest percentage of part time employees is in Children's & Adults' Services (17%). Overall 12% of all employees work part time. (*Reference data 2*)

Reference data 1

Employee numbers by department

	Numbers (headcount)	% of total	FTE
Chief Executive's Department	203	5%	195.7
Children's & Adults Services	1086	26%	1017.8
Environment & Social Regeneration	1301	32%	1227.6
Finance & Governance	524	13%	507.1
Housing & Modernisation	996	24%	967.8
Total	4110	100%	3916.1

Reference data 2

Distribution of full time & part time employees per department & Council wide

	Male		Female	
	Full-time	Part-time	Full-time	Part-time
Chief Executive's Department	47.8%	2.0%	41.9%	8.4%
Children's & Adults Services	22.5%	1.7%	60.9%	14.9%
Environment & Social Regeneration	72.7%	3.5%	17.1%	6.6%
Finance & Governance	43.7%	0.8%	46.6%	9.0%
Housing & Modernisation	43.0%	1.7%	47.4%	7.9%
Total	47.3%	2.2%	41.0%	9.5%

Sex

5. The percentages of female and male employees are similar; 51% of employees are female; 49% are male. (*Reference data 3*). The sex split shows no change from the previous year, (*Key Data*). The sex breakdown in council employment is similar to the female population in Southwark (50.5%) but significantly lower than the average across London boroughs (62%). (*Appendix 1*)
6. There are greater differences in the sex breakdown when looking at a departmental level. (*Reference data 3*). In particular, Environment has a high percentage of male staff compared to the rest of the Council largely due to areas such as waste and cleansing and traded/building services.
7. There are higher percentages of male employees than female employees in the grades 1-5, amongst building workers and in the higher grade bands, although the total numbers of employees grade 17 and above are relatively small (*Reference data 4*)

Reference data 3

Sex breakdown per department as percentages

	Female	Male
Chief Executive's Department	50%	50%
Children's & Adults Services	76%	24%
Environment & Social Regeneration	24%	76%
Finance & Governance	56%	44%
Housing & Modernisation	55%	45%
Total	51%	49%

Reference data 4

Grade distribution, sex and disability

Grade band	Total	Female	Male	Disabled staff
Grades 1-5	1005	284	721	28
%	100%	28%	72%	3% ¹
Building Workers	68	0	68	1
%	100%	0%	100%	1% ¹
Grades 6 - 9 or equivalent	1524	915	609	97
%	100%	60%	40%	6% ¹
Grades 10-12 + Social Work	1198	710	488	52
%	100%	59%	41%	4% ¹
Grades 14-16	222	110	112	9
%	100%	50%	50%	4% ¹
Grades 17 & above	22	8	14	
%	100%	36%	64%	
Teacher conditions	15	11	4	
%	100%	73%	27%	
Soulbury conditions	42	32	10	
%	100%	76%	24%	
Other²	14	6	8	
%	100%	43%	57%	
Total	4110	2076	2034	187

¹ Percentage in that grade band

² TUPE conditions (various)

8. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 place a new mandatory requirement to report annually on our gender pay gap and publish the following information:
 - the mean and median gender pay gap which is the difference between the mean and median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, expressed as a percentage of the male mean.
 - the mean and median gender bonus gap which is the difference between the mean and median bonus pay paid to male relevant employees and that paid to female relevant employees, expressed as a percentage of the male mean.
 - the proportions of male and female employees who received bonus pay.
 - the proportions of male and female employees in quartile pay bands.
9. Pay includes gross full pay April 2018 pay data for all staff and includes basic pay, certain allowances and shift payments. It does not include overtime payments.
10. Bonus includes gross bonus payments in a 12 month period i.e. 6th April 17 to 5th April 18 includes bonus payments received by building and trades staff in Building Services and Asset Management. They are paid on a productive pay system (in place since 1994) wherein employees accumulate standard minute values for each task completed. It is based on output for work generated over and above the required level, over a specified period. This accumulates to a bonus payment.
11. Employers must not treat a woman less favourably than a man or a man less favourably than a woman in its pay arrangements on the basis of gender. The gender pay gap is the difference between the average pay of men and women expressed as a percentage.
12. **The mean gender pay gap:** Southwark council has a mean gender pay gap of - 7.91%. This indicates that on average Southwark male employees are paid lower than Southwark female employees by approximately 7.91%.
13. **The median gender pay gap:** Southwark council has a median gender pay gap of - 11.76% which suggests that typically Southwark male employees are paid at around 11.76% lower than Southwark female employees. The hourly median pay for females is £19.37 compared to £17.95 for males.
14. **The average Bonus Pay:** Southwark Council has a mean bonus gender pay gap of 93%. In the period to 6 April 2018, approximately 4.22% of Southwark male employees were paid a bonus payment compared to 0.77% of Southwark female employees. The data is based on long service awards and the only relevant operational bonus scheme for building and trades staff in Building Services and Asset Management. This is a local longstanding scheme (since 1994) rooted in national conditions. A review of how the bonus payments are awarded in this area revealed no issues of inequality or irregularity based on gender. The bonus scheme is under review and is likely to be replaced following consultation.

15. **The proportion of male and female employees in each quartile pay band:** The distribution of men and women through the pay bands by quartile, as shown above, does not reflect the overall gender composition of the workforce which is 49.5% male and 50.5% female. Notably, the proportion of men and women in the lower quartile (shown as quartile1) is the ***furthest*** from the overall gender composition of the workforce at 31.53% female, 68.47% male. A review of the data highlights that for the quartile, there were 1031 employees, 405 of which were cleaning operatives (a male dominated job role); 372 of the 408 cleaning operatives were male.

Gender pay gap

Gender Pay Indicator	Percentage Gap
Difference in mean hourly rate of pay	-7.91%
Difference in median hourly rate of pay	-11.76%
Difference in mean bonus pay	93.07%
Difference in median bonus pay	87.45%
Proportion of male employees who were paid a bonus	4.22%
Proportion of female employees who were paid a bonus	0.77%

Gender Pay Indicator – Quartile Distribution	Female	Male
Quartile 1	31.53%	68.47%
Quartile 2	58.92%	41.08%
Quartile 3	58.62%	41.38%
Quartile 4	52.71%	47.29%

Disabilities

9. Southwark records actual employee declarations of a disability. Since the introduction of the Disability Discrimination Act when the use of strict externally set criteria to determine “disability” ceased, self declaration is appropriate. It is known that some other boroughs determine the disability average by extrapolating from survey data or use sickness absence rates as a marker. This is not our preferred approach. The average across London boroughs is 5.0%, (*Appendix 1*).
10. The percentage of people formally declaring a disability, 4.5% has increased by 1.8% compared to the previous year (*Key Data*). There are differences between departments. (*Reference data 5*).
11. As part of our biannual employee survey, last year we asked staff whether they consider themselves to have a disability. 10% said they do, which is significantly higher than our formal records and indicates that not all disabled staff are formally declaring their disability.
12. The percentages of employees with disabilities are lowest on Building Worker grades. There are some grade bands where there are no staff with a declared disability. This applies to those grade bandings where numbers of staff are few. (*Reference data 4*)

Reference data 5

Staff with disabilities as percentage of departmental numbers

	Disabled
Chief Executive's Department	3.0%
Children's & Adults Services	5.0%
Environment & Social Regeneration	3.2%
Finance & Governance	5.5%
Housing & Modernisation	5.6%
Total	4.5%

Ethnic Origin

13. There are a small number of employees who do not have an ethnic origin record, 54 employees (1.3%), this compares with an average of 12.9% across London boroughs who do not have an ethnic origin (*Appendix 1*).
14. There is no change in the percentages of employees who classify themselves as white (51%) or from black and minority ethnic groups (49%) compared to the previous year. (*Key Data*).
15. When looking at broad ethnic groups the percentages of employees from White and from BME communities are very similar to the percentages in the Southwark community, where 54% of the population classify themselves as White. (*Appendix 1*). Across London boroughs those employees who classify themselves as White average 60%. (*Appendix 1*).

Reference data 6

Broad ethnic origin of employees as percentage of departmental numbers

	Asian	Black	Mixed	Other	BME employees	White
Chief Executive's Department	9%	16%	3%	4%	33%	67%
Children's & Adults Services	6%	37%	4%	3%	50%	50%
Environment & Social Regeneration	4%	34%	3%	4%	44%	56%
Finance & Governance	9%	33%	3%	3%	47%	53%
Housing & Modernisation	7%	46%	5%	3%	60%	40%
Total across the council	6%	37%	4%	3%	49%	51%

16. The percentages of White employees compared to BME employees change through the grades. Apart from those in Building Worker grades, up to grade 9 there are higher percentages of BME staff than percentages of White staff. This changes at grades 10-12 and the percentages of BME employees are low in grades 14 and above. (Reference data 7)

Reference data 7

Grade distribution, broad ethnic origin

Grade band	BME employees	White	Not Stated	Total
Grades 1-5	554	442	9	1005
% ¹	56%	44%		
Building Workers	24	44		68
% ¹	35%	65%		
Grades 6 - 9 or equivalent	876	617	31	1524
% ¹	59%	41%		
Grades 10-12 +SW's	495	694	9	1198
% ¹	42%	58%		
Grades 14-16	37	182	3	222
% ¹	17%	83%		
Grades 17 & above	3	19		22
% ¹	14%	86%		
Teacher conditions	4	11		15
% ¹	27%	73%		
Soulbury conditions	5	37	42	84
% ¹	12%	88%		
Other ²	3	9	2	14
% ¹	25%	75%		
Total	2001	2055	54	4110

¹ Excludes those where ethnic origin not supplied.² TUPE conditions (various)

Age

17. The average age of employees is 45.7 years. (*Key Data*). There is not a significant range (43-48) across London but our average is similar to the median age of 45.9 years and younger than the majority of London boroughs (*Appendix 1*).
18. The largest staff group is in the 40-54 years banding (44%) (*Reference data 8*) although we are in the upper quartile in London for the 25-39 age group, which has increased since last year.

Reference data 8

Employees per age band as percentage of total workforce numbers

	%
16 to 24	3.5%
25 to 39	29.7%
40 to 54	42.0%
55+	24.8%

Length of Service

19. Employees' length of service is on average 9.5 years. It must be noted however that the average service will be impacted by the large percentage of employees who have over 10 years' service. (*Reference data 9*)

Reference data 9

Employees' length of service & service bandings - total workforce numbers

Average (mean) length of service	9 years
Length of service – bands	% of employees
Less than 1 year	11.0%
1 to <2 years	5.9%
2 to <3 years	7.5%
3 to <5 years	15.4%
5 to <10 years	22.8%
10 to <15 years	16.9%
15 to 20 years	9.0%
20+ years	11.3%
Total	100%

Gender Reassignment, Religion or belief and Sexual Orientation

20. Whilst our employee monitoring data does not currently include gender reassignment, religion or sexual orientation, for the first time in 2016-17, our biannual employee survey carried out last year asked staff to respond to questions relating to these protected characteristics.
21. Less than 0.5% of staff indicated that their gender identity does not match the gender assigned at birth.

Religion	%
Christian	44%
Buddhist	1%
Hindu	1%
Jewish	<0.5%
Muslim	3%
Sikh	<0.5%
No religion	27%
Other faith / religion / belief	4%
Prefer not to say	20%
Not provided	<0.5%

Sexual orientation	%
Heterosexual	77%
Gay woman/ lesbian	1%
Gay man	3%
Bisexual	1%
Other	1%
Prefer not to say	17%
Total	100%

Section 2: Changes in the Workforce

Starters

22. There were 485 people who had started work with the council within the year. The table below shows the person's department at the end of the financial year not necessarily the department at commencement. (*Reference data 10*)
23. Those starting during this period have not resulted in any notable changes to the profile of the workforce in terms of sex, age or ethnic origin (*Key data*).

Reference data 10

Number of starters & department

	Numbers of starters (headcount)
Chief Executive's Department	26
Children's & Adults Services	127
Environment & Social Regeneration	145
Finance & Governance	33
Housing & Modernisation	154
Total	485

Leavers

24. This section provides a detailed look at the reasons why people leave the organisation and their profile.
25. The dominant reasons for people leaving were on a voluntary basis, i.e. voluntary redundancy, resignation, retirement. Other reasons attracted relatively small numbers of employees.
26. The most common reason for leaving during 2017-18 was resignation.
27. Further scrutiny of those who left on the basis of dismissal, e.g. disciplinary or capability, appears in the relevant sections later in this report.

Reference data 11

Leavers by reason, sex and disability

Reason for Leaving	Number	Female %	Male %	Total	Of those disabled %
Career Break	8	88%	13%	100%	0%
Deceased	6	17%	83%	100%	17%
Capability Dismissal	7	71%	29%	100%	14%
Disciplinary Dismissal	9	44%	56%	100%	0%
Dismissal - Other	2	100%	0%	100%	0%
Expiration of Contract	32	50%	50%	100%	0%
Redundancy	113	56%	44%	100%	4%
Resignation	305	56%	44%	100%	5%
Retirement Age	17	35%	65%	100%	0%
Retirement Early	0				
Retirement Ill Health	8	38%%	63%	100%	25%
Total	507	55%	45%	100%	5%

Reference data 12

Leavers by reason, BME employees, White employees

	No.	BME employees %	White employees %	Not stated %	Total
Career Break	8	38%	50%	13%	100%
Deceased	6	33%	67%	0%	100%
Capability Dismissal	7	57%	43%	0%	100%
Disciplinary Dismissal	9	44%	56%	0%	100%
Dismissal - Other	2	50%	50%	0%	100%
Expiration of Contract	32	53%	41%	6%	100%
Redundancy	113	58%	42%	0%	100%
Resignation	305	44%	56%	1%	100%
Retirement Age	17	24%	76%	0%	100%
Retirement Early	0				
Retirement Ill Health	8	0%	100%	0%	100%
Total	507	46%	53%	1%	100%

Reference data13

Leavers by reason & age bands

	No.	16 - 24	25 - 39	40 - 54	55 +	Total
Career Break	8	0%	63%	25%	13%	100%
Deceased	6	0%	17%	50%	33%	100%
Capability Dismissal	7	0%	29%	29%	43%	100%
Disciplinary Dismissal	9	11%	0%	89%	0%	100%
Dismissal - Other	2	50%	50%	0%	0%	100%
Expiration of Contract	32	28%	31%	38%	3%	100%
Redundancy	113	2%	23%	41%	35%	100%
Resignation	305	7%	51%	28%	14%	100%
Retirement Age	17	0%	0%	0%	100%	100%
Retirement Early	0	0%	0%	0%	0%	100%
Retirement Ill Health	8	0%	0%	38%	63%	100%
Total	507	7%	40%	32%	22%	100%

Section 3: Performance Management & Increments

This monitor looks at incremental awards primarily through the performance management scheme but will also include increments awarded as part of any career or qualification progression in 2018.

28. 71% of the workforce were eligible for an incremental award in 2018 i.e. not at the maximum increment for their grade. Figures below relate to the percentage of staff who were eligible for an increment.

29. The awards this year (67%), the same as last year. (*Reference data 14*)

Reference data 14

Incremental awards – Council wide position

Incremental awards	Increment given	No increment given
2013 % of employees	56%	44%
2014 % of employee	74%	26%
2015 % of employees	58%	42%
2016 % of employees	55%	45%
2017 % of employees	67%	33%
2018 % of employees ¹	67%	33%

¹ Data for incremental awards 2017 as at 13th September 2018

Reference data 15

Incremental awards by sex

Outcomes & % of employees	Female	Male
Increment Given	68%	32%
No Increment Given	67%	33%
Total	100%	100%

Reference data 16

Incremental awards by disability

Outcomes & % of employees	Not Disabled	Disabled
Increment Given	67%	71%
No Increment Given	33%	29%
Total	100%	100%

Reference data 17

Incremental awards by broad ethnic origin

Outcomes & % of employees	Asian	Black	Mixed	Other	White	Not Stated
Increment Given	63%	66%	77%	71%	68%	61%
No Increment Given	37%	34%	23%	29%	32%	39%
Total	100%	100%	100%	100%	100%	100%

Reference data 18

Incremental awards by age band

Outcomes & % of employees	16 to 24	25 to 39	40 to 54	55 & over
Increment Given	49%	70%	68%	66%
No Increment Given	51%	30%	32%	34%
Total	100%	100%	100%	100%

Section 4 – Sickness

30. Average sickness per person of 6.47 days, showed a marginal increase of 0.27 days per person (Reference data 19). This is lower than the average sickness across London boroughs of 7.96 days. (Appendix 1). Of note is the significant proportion of staff who had no sickness absence during the year (56%).
31. There are multiple recorded reasons for sickness which are grouped as shown (*Reference data 20*). The “internal disorders” grouping alone covers over a hundred conditions, but will include chronic health disorders such as angina, chest infections, stroke etc.
32. At present a high percentage of sickness absence does not have a recorded reason and it is likely that this is resulting in underreporting of stress, depression and anxiety related absence which we know is the primary cause of sickness absence in the public sector. Changes have been made to our systems to improve data capture in the coming years.
33. Occupational health data shows us that a high proportion of referrals are related to mental health conditions.

Reference data 19

Annual average days' sickness per person over five years

Year	Average sickness absence (Excludes schools)
2017-18	6.47
2016-17	6.20
2015-16	6.63
2013-14	7.77

Reference data 20

Recorded reasons for sickness absence 2017-18

Reason	%
Internal disorders	22.1%
Muscular Skeletal	21.8%
Mental health	12.1%
Infectious diseases	8.1%
Anxiety/depression	6.6%
Ear/Nose/Throat	5.1%
Injury, fracture	4.3%
Chest & respiratory	4.0%
Back	2.8%
Cancer	2.5%
Disability related	2.2%
Nervous system	2.2%
Heart/blood pressure	2.1%
Cold, cough, flu	1.4%
Pregnancy related	0.8%
Stress	0.5%
Gastrointestinal	0.4%
Genitourinary/ gynaecological	0.4%
Headache/migraine	0.3%
Skin conditions	0.1%
Eye related	0.1%
Dental & oral	0.0%

⁽¹⁾ Excludes where not stated

Section 5 – Learning & Development

34. Southwark is very committed to supporting the development of its workforce in line with the Fairer Future principles which shape everything we do. For Learning and Development, this means a strong emphasis on providing a variety of flexible and accessible learning opportunities to all our staff.
35. As such, the Learning and Development programme covers technical, IT, business, people management, professional and personal development training. It also supports skills for life development, with an overall focus on skills and talent development to meet organisational needs.
36. In January 2018, to further demonstrate our commitment to staff development, a new Learner Management System (LMS) was implemented in partnership with Learning Pool. This system is used to manage and accurately report on all the learning and development activities coordinated by the corporate Organisational Transformation (OT) team.
37. It should be noted that the data below only relates to training activities that have been coordinated and recorded in the council's LMS, My Learning Source. Managers and staff record all other training/learning and development locally. Moving forward we are working to use council's LMS, My Learning Source, as a central source for all learning and development information.
38. During 2017/18 a total of 494 training sessions were delivered with 2,740 members of staff attending these sessions. As mentioned before, this data only relates to learning and development training coordinated by the OT team so there will be local activities that have taken place that cannot be reported on.
39. The data suggests that when looking at training completion (classroom-based and e-learning):
 - The proportion of training completed by BME staff is in line with the proportion of BME staff in the workforce (reference data 21)
 - The proportion of training completed by disabled staff is lower than the proportion of disabled staff in the workforce (reference data 22)
 - The proportion of training completed by women is higher than the proportion of women in the workforce (reference data 23)

Reference data 21

Training completed by employee ethnic group

	No. of completions	% of overall completion
BME	2,387	50.4
White	2,300	48.5
Not stated	54	1.1
Total	4,741	100

Reference data 22

Training completed by employee disability status

	No. of completions	% of overall completion
Disabled	4	0.1
Not Disabled	4,737	99.9
Total	4,741	100

Reference data 23

Training completed by employee sex

	No. of completions	% of overall completion
Female	2,974	62.7
Male	1,767	37.3
Total	4,741	100

40. There continues to be two well-established programmes to support the development of its workforce this across the organisation. The first, apprentices and first entry training support entry into the council and the second, leadership and management qualifications through the Institute of Leadership and Management (ILM).
41. Southwark has a council plan target to have 3% of the workforce who are apprentices or first entry trainees. The total of individuals in Southwark over 2017/18 was 111 apprentices and 35 trainees, or a total of 146 which equates to 3.5% of the workforce. This is a 0.4% increase from 2016/17.

Development Pathway	2016/17	2017/18
Apprentices	98	111
Trainees	28	35
Total	126 (3.1%)	146 (3.5%)

42. As part of Professional Qualifications Schemes, our managers are encouraged to undertake an ILM accredited leadership and management qualification. As well as offering these at levels 2, 3 and 5, in November 2017, we launched the new level 7 provision, which consist of Executive Coaching and Mentoring and Strategic Leadership and Management.
43. In 2017/18, 87 managers started a new ILM management programme at levels 2, 3 and 5. There are also currently 17 managers studying for the new level 7 qualifications.
44. These programmes continue to be well received across the council and since starting the ILM programme in 2014, 279 managers have completed a programme, and 104 are partly through their studies.

Section 6 - Disciplinary Investigations & Outcomes

45. Note – two separate activities are described in this section; staff subject to disciplinary investigation and the outcomes of disciplinary hearings. The information below is not necessarily linked, i.e. some of the cases are captured in “investigations” would not have reached the stage of a completed disciplinary hearing.
46. The number of staff who were subject to disciplinary investigation and/or disciplinary action is a very small percentage of all employees, 1% (*Reference data 24 & Key Data*).
47. On 15 occasions disciplinary actions resulted in either a warning or dismissal. (References data 26 & 27). Those subject to such actions are 0.4% of all employees, (key data). Where there are such small numbers drawing conclusion based on more detailed levels, e.g. sex, ethnic profile or disability is questionably statistically valid.
48. It is difficult to draw conclusions from relatively low numbers when considered against the overall workforce. However these numbers should be subject to further analysis and monitoring to ascertain whether more detailed action is necessary.

Reference data 24

Investigations by sex & by disability

	Female	Male	Total	Of those - disabled
Disciplinary Action Pursued	13	11	24	0
Investigations in Progress	3	6	9	0
Total¹	16	17	33	0

¹ Note in addition 6 investigations resulted in a guidance interview; on 5 occasions there was no further action; on 1 occasion the employee left before the investigation concluded.

Reference data 25

Investigations by broad ethnic origin

	BME employees	White employees	Not stated	Total
Disciplinary Action Pursued	16	8		24
Investigations in Progress	3	5	1	9
Total¹	19	13	1	33

¹ Note in addition 6 investigations resulted in a guidance interview; on 5 occasions there was no further action; on 1 occasion the employee left before the investigation concluded.

Reference data 26

Disciplinary action by sex & by disability

	Female	Male	Total	Of those - disabled
Dismissal	4	5	9	0
Final written warning	1	1	2	0
Written warning	2	2	4	0
Guidance Interview	2	1	3	0
Training	2		2	0
No action		1	1	0
Total²	11	10	21	0

² Note in addition

- On 2 occasions the employee left during a disciplinary process
- 1 still in progress

Reference data 27

Disciplinary action by broad ethnic origin

	BME employees	White employees	Total
Dismissal	4	5	9
Final written warning	1	1	2
Written warning	4		4
Guidance Interview	3		3
Training	2		2
No action	1		1
Total²	15	6	21

² Note in addition

- On 2 occasions the employee left during a disciplinary process
- 1 still in progress

Section 7 - Capability Action & Outcomes

49. The numbers subject to capability action are a small percentage of all employees (*References data 28 & 29*), 10 concluded cases represents 0.2% all employees, (key data). Where there are such small numbers drawing conclusion based on more detailed levels, e.g. gender, ethnic profile or disability is questionably valid.

Reference data 28

Capability action by sex & by disability

	Female	Male	Total	Of those - disabled
Dismissal	5	2	7	2
Monitoring	2		2	
No Action	1		1	
Total	8	2	10	2

- On 4 occasions the employee left during the capability process

Reference data 29

Capability action by broad ethnic origin

	BME employees	White employees	Total
Dismissal	4	3	7
Monitoring	2		2
No action	1		1
Total	7	3	10

- On 4 occasions the employee left during the capability process

Section 8 - Staff Complaints

50. Note this data relates to individual employee complaints that require a formal process to resolve. Many complaints can be resolved informally or through mediation; all parties are encouraged to pursue such actions as a first step.
51. The numbers of staff that submit a formal complaint at stage 1 are very few. (Reference data 30 & 31); 21 employees represent 0.5% of the workforce. (Key data).
52. Stage 2 complaints are those where the employee is not satisfied with the outcome at stage one and identifies grounds for appeal.
53. Where there are such small numbers drawing conclusions at a more detailed level, e.g. sex, ethnic profile or disability is questionably valid.

Reference data 30

Stage 1 complaints by sex & by disability

	Female	Male	Total	Of those - disabled
Not upheld	7	3	10	1
Partially upheld	7	3	10	1
Upheld				
In progress		1	1	
Total¹	14	7	21	2

¹ In addition 7 stage 1 registered complaints were withdrawn.

Reference data 31

Stage 1 complaints by broad ethnic origin

	BME employees	White employees	Not Stated	Total
Not upheld	3	6	1	10
Partially upheld	8	2		10
Upheld				
In progress	1			1
Total¹	12	8	1	21

¹ In addition 7 stage 1 registered complaints were withdrawn.

Reference data 30A

Stage 2 complaints by sex & by disability

	Female	Male	Total	Of those - disabled
Not upheld	1	1	2	
Partially upheld	1		1	
Total¹	2	1	3	

¹ In addition 2 stage 2 registered complaints were withdrawn

Reference data 31A

Stage 2 complaints by broad ethnic origin

	BME employees	White employees	Total
Not upheld		2	2
Partially upheld	1		1
Total¹	1	2	3

¹ In addition 2 stage 2 registered complaints were withdrawn

Section 9 - Respect at Work

Note; the procedure will cover complaints on all forms of harassment, bullying or victimisation on the basis of someone's profile.

54. The numbers of employees making a formal complaint are few; 22 employees represents than 0.5% of the workforce.
55. Where there are such small numbers drawing conclusions at a more detailed level, e.g. sex, ethnic profile or disability is questionably valid.

Reference data 32

Complaints by sex & by disability

	Female	Male	Total	Of those - disabled
Mediation	4		4	
Not upheld	7	3	10	1
Upheld		1	1	
Partially upheld	2	2	4	
In progress	3		3	
Total ¹	16	6	22	1

¹ In addition 3 complaints were withdrawn.

Reference data 33

Complaints by broad ethnic origin

	BME employees	White employees	Total
Mediation	4		4
Not upheld	6	4	10
Upheld		1	1
Partially upheld	2	2	4
In progress	2	1	3
Total ¹	14	8	22

¹ In addition 3 complaints were withdrawn.

Section 10 - Recruitment

56. The following looks at recruitment projects over the year 2017-18. A recruitment project is an advertised job(s) with a defined closing date. More than one media (advertisements) may be used in each project. The following looks at 287 recruitment projects; of these
- There were 21 with 50 or more applicants.
 - There were 96 with 5 or fewer applicants.
57. Some jobs have been the subject of more than one recruitment project. For example, Project Support officer appears several times, each project is counted separately. Only those projects that attracted an applicant response are shown. Applicants who withdrew from the process are excluded completely from the details below.
58. Overall there were 4,714 people who pursued an application.
59. Looking at sex and disability the success of people at the hired stage of the recruitment process are in line with the percentages of people who applied, i.e. female / male, not disabled / disabled, (*Reference data 34 & 35*).

Reference data 34

Sex

Female applicants, 2,501; Male applicants, 2,080; Not stated, 133

Status	Female	Male	Not stated	Total
Hired	54%	36%	11%	100%
Shortlisted	54%	40%	6%	100%
Applicants	53%	44%	3%	100%

* Hired here means an offer of appointment, not that the person has yet started work

Reference data 35

Disability

Disabled applicants, 496; not disabled applicants, 4,085; Not stated, 133.

Status	Disabled	Not Disabled	Not stated	Total
Hired	10%	80%	11%	100%
Shortlisted	11%	84%	6%	100%
Applicants	11%	87%	3%	100%

* Hired here means an offer of appointment, not that the person has yet started work

60. When looking at broad ethnic origin, (*Reference data 36*), the significant outcomes to note is the high percentage of unstated ethnicity amongst those hired. This makes it difficult to establish whether there are concerns about the difference in percentages of those applying vs those hired as the 'not stated' may be BME or white. This will be followed up to close data gaps.

Reference data 36

Broad Ethnic Origin

BME applicants, 2,774; White applicants, 1,785; Not stated, 155.

	BME	White	Not stated	Total
Hired	44%	45%	11%	100%
Shortlisted	53%	41%	6%	100%
Applicants	59%	38%	3%	100%

* Hired here means an offer of appointment, not that the person has yet started work

Section 11 – Agency Workers

61. Agency workers are not employees of the Council but are an important resource in the delivery of the council's services. On the first working Monday of each month a snapshot is compiled of agency workers in use.
62. Monitors over the financial year 2017-18 show that numbers ranged from 430 to 486. (Reference data 37)

Reference data 37

Agency Workers – numbers via monthly snapshot 2017-18¹

	No. Headcount
April	439
May	460
June	486
July	461
August	461
September	432
October	448
November	481
December	479
January	430
February	454
March	450

¹ The numbers of agency workers in use as at the monitoring date, i.e. first working Monday of each month.

54. The average numbers in use fluctuates monthly and over the year was 457 workers. This is similar to last year with 458.

Appendix 1

Information on the community in Southwark & other London Boroughs

Southwark's workforce is drawn from across London & the South-east of England approximately 27%¹ of our staff were Southwark residents. It is however interesting to look at how the profile of the workforce compares to the Southwark community and where possible across London.

⁽¹⁾ Borough residency is not an indicator on HR records and this figure has been compiled from home address/ post code information).

This Section provides some basic information about the Borough drawn from the 2011 census.

It also includes key data comparing the council's workforce with other London boroughs, albeit this must viewed with caution. Increasingly the services provided will differ between boroughs. This will, for example, impact on the sex profile where particular services remain male or female dominated. Service type and organisation size is also known to affect how organisations perform, for example sickness absence tends to be higher in large multi functional organisations.

Some key data is as follows.

Census data - Southwark borough

All data drawn from ONS census 2011 – key statistics

1. Population figures, sex & economically active comparisons

	Southwark borough information	England Country
2011 Population: All Usual Residents	288,283	53,012,456
2011 Population: Males	142618	26069148
	49.5%	49.2%
2011 Population: Females	145665	26943308
	50.5%	50.8%
Economically Active; Employee; Full-Time	42%	39%
Economically Active; Employee; Part-Time	9.9%	13.7%
Economically Active; Self-Employed	10.0%	9.8%
Economically Active; Unemployed	6.0%	4.4%
People aged 16 and over with 5 or more GCSEs grade A-C, or equivalent	10.2%	15.2%
People aged 16 and over with no formal qualifications	16.3%	22.5%

2. Occupations of all people in employment, March 2011

	Southwark	England
Managers, directors and senior officials	11%	11%
Professional occupations	26%	18%
Associate professional and technical occupations	17%	13%
Administrative and secretarial occupations	10%	12%
Skilled trades occupations	7%	11%
Caring, leisure and other service occupations	8%	9%
Sales and customer service occupations	7%	8%
Process, plant and machine operatives	3%	7%
Elementary occupations	12%	11%

3. Ethnic Origin

	Southwark – Borough (Numbers)	(%s)	London – Region (%s)	England – Country (%s)
All Usual Residents	288283			
White; English/Welsh/Scottish/Northern Irish/British	114534	39.7%	45%	79.8%
White; Irish	6222	2.2%	2%	1.0%
White; Gypsy or Irish Traveller	263	0.1%	0%	0.1%
White; Other White	35330	12.3%	13%	4.6%
White		54.2%	59.8%	85.4%
Mixed/Multiple Ethnic Groups; White and Black Caribbean	5677	2.0%	1%	0.8%
Mixed/Multiple Ethnic Groups; White and Black African	3687	1.3%	1%	0.3%
Mixed/Multiple Ethnic Groups; White and Asian	3003	1.0%	1%	0.6%
Mixed/Multiple Ethnic Groups; Other Mixed	5411	1.9%	1%	0.5%
Mixed		6.2%	5.0%	2.3%
Asian/Asian British; Indian	5819	2.0%	7%	2.6%
Asian/Asian British; Pakistani	1623	0.6%	3%	2.1%
Asian/Asian British; Bangladeshi	3912	1.4%	3%	0.8%
Asian/Asian British; Chinese	8074	2.8%	2%	0.7%
Asian/Asian British; Other Asian	7764	2.7%	5%	1.5%
Asian		9.4%	18.5%	7.8%
Black/African/Caribbean/Black British; African	47413	16.4%	7%	1.8%
Black/African/Caribbean/Black British; Caribbean	17974	6.2%	4%	1.1%
Black/African/Caribbean/Black British; Other Black	12124	4.2%	2%	0.5%
Black		26.9%	13.3%	3.5%
Other Ethnic Group; Arab	2440	0.8%	1%	0.4%
Other Ethnic Group; Any Other Ethnic Group	7013	2.4%	2%	0.6%
Other		3.3%	3%	1.0%
Totals		100.0%	100.0%	100.0%

Other Boroughs

The following information relates to year 2017/18. The data that is shown is based on no fewer than submissions from 32 London boroughs although not every borough will have submitted data for every area.

In considering this information –

- The London mean (average) data is shown.
- It must be re-emphasised that there are significant differences in the organisations presenting data, e.g. Islington has around 4,411 directly employed staff (headcount), Sutton 1,052 directly employed staff (headcount).
- Organisations collect and define data in different ways, e.g. some councils extrapolate from survey information others such as Southwark rely on actual declarations.
- Only data which links to Southwark's statistics shown in the body of this report is shown.

1. Headcount of employees

- 2,557 staff

2. Average age

- 45.86 years. Across London boroughs those in 16-24 years age band are 3.1% of the workforce and those aged 65 and older are 3.0% . (Note there are significant variations in data submitted by boroughs in response to this question, one borough's return being 0.98%, another 5.32% and 1.43% - 5.73% respectively - which is out of step with all other responses)

3. Sex profile

- Male 38%
- Female 62%

4. Disabled staff

- 4.97% of the workforce

5. Broad Ethnic Origin

Not known – 12.87% of remainder

Broad Ethnic Origin	%
Asian (inc Chinese)	12.49%
Black	22.26%
Mixed	3.37%
White	59.60%
Other	2.28%

6. Length of Service

Range	%
Less than a year	11.65%
1 - < 2 years	9.96%
2 - < 3 years	7.60%
3 - < 5 years	11.45%
5 - < 10 years	18.53%
10 - < 15 years	17.10%
15 - < 20 years	10.41%
20 years & above	13.30%

7. Sickness Absences

- Average sickness days per person 7.96 days

8. Turnover

- All 16.76%
 - Resignations 9.12%
 - Leavers with less than 1 years service 13.48%
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