

Education and Local Economy Scrutiny Commission

Wednesday 19 July 2023

7.00 pm

Ground Floor Meeting Room G02A - 160 Tooley Street, London SE1 2QH

Membership

Councillor Chloe Tomlinson (Chair)
Councillor Rachel Bentley (Vice-Chair)
Councillor Jason Ochere
Councillor Joseph Vambe
Councillor John Batteson
Councillor Renata Hamvas
Councillor Irina Von Wiese
Martin Brecknell (Co-opted member)
Lynette Murphy-O'Dwyer (Co-opted member)
Jonathan Clay (Co-opted member)
Marcin Jagodzinski (Co-opted member)

Reserves

Councillor Maggie Browning
Councillor Bethan Roberts
Councillor Laura Johnson
Councillor Victoria Mills
Councillor Victor Chamberlain
Councillor Sunil Chopra
Councillor Adam Hood

INFORMATION FOR MEMBERS OF THE PUBLIC

Access to information

You have the right to request to inspect copies of minutes and reports on this agenda as well as the background documents used in the preparation of these reports.

Babysitting/Carers allowances

If you are a resident of the borough and have paid someone to look after your children, an elderly dependant or a dependant with disabilities so that you could attend this meeting, you may claim an allowance from the council. Please collect a claim form at the meeting.

Access

The council is committed to making its meetings accessible. Further details on building access, translation, provision of signers etc for this meeting are on the council's web site: www.southwark.gov.uk or please contact the person below.

Contact

Amit Alva on email: amit.alva@southwark.gov.uk

Members of the committee are summoned to attend this meeting

Althea Loderick

Chief Executive

Date: 11 July 2023



Education and Local Economy Scrutiny Commission

Wednesday 19 July 2023

7.00 pm

Ground Floor Meeting Room G02A - 160 Tooley Street, London SE1 2QH

Order of Business

Item No.	Title	Page No.
	PART A OPEN BUSINESS	
1.	APOLOGIES	
	To receive any apologies for absence.	
2.	NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT	
	In special circumstances, an item of business may be added to an agenda within five clear working days of the meeting.	
3.	DISCLOSURE OF INTERESTS AND DISPENSATIONS.	
	Members to declare any interests and dispensations in respect of any item of business to be considered at this meeting.	
4.	MINUTES	1 - 48
	To approve as a correct record the Minutes of the meeting held on 19 April 2023.	

5.	SCHOOL AMALGAMATIONS AND CLOSURES IN SOUTHWARK	49 - 79
-----------	---	---------

To receive feedback/report from Freddy Vanson, District & Branch Joint Secretary, National Education Union (NEU) Southwark Branch, on School Amalgamations and Closures in Southwark especially with regards to redundancies with a focus on disproportionate redundancies and disciplinary amongst Black Asian and Minority Ethnic (BAME) school staff.

6.	COMMUNITY WEALTH BUILDING IN SOUTHWARK	
-----------	---	--

To receive a report from Southwark's Local Economy team on council's role in Community Wealth Building (CWB) from Nick Wolff, Principal Strategy Officer, Chief Executive's and Danny Edwards, Head of Economy, evaluating Southwark's strength and weaknesses regarding Community Wealth Building - according to the five pillars:

- Plural ownership of the economy
- Making financial power work for local places
- Fair employment and just labour markets
- Progressive procurement of goods and services
- Socially productive use of land and property

(report to follow)

7.	PROPOSED WORK PROGRAMME 2023-24	80 - 86
-----------	--	---------

To consider the proposed Work Programme for the year 2023-2024.

DISCUSSION OF ANY OTHER OPEN ITEMS AS NOTIFIED AT THE START OF THE MEETING.

Date: 11 July 2023



Education and Local Economy Scrutiny Commission

MINUTES of the OPEN section of the Education and Local Economy Scrutiny Commission held on Wednesday 19 April 2023 at 7.00 pm at Ground Floor Meeting Room G02A - 160 Tooley Street, London SE1 2QH

PRESENT: Councillor Jason Ochere (Chair)
 Councillor Rachel Bentley (Vice-Chair)
 Councillor Chloe Tomlinson
 Councillor Joseph Vambe
 Councillor David Watson
 Martin Brecknell (Co-opted Member)
 Lynette Murphy-O'Dwyer (Co-opted Member)
 Marcin Jagodzinski (Co-opted Member)

OTHER MEMBERS

PRESENT: Councillor Martin Seaton

OFFICER SUPPORT: Amit Alva, Scrutiny Officer

1. APOLOGIES

Apologies for absence were received from Councillor Cassandra Brown and Councillor Renata Hamvas.

Apologies for lateness were received from Councillor Joseph Vambe.

2. NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT

There were no items of business which the Chair deemed urgent.

3. DISCLOSURE OF INTERESTS AND DISPENSATIONS.

There were no disclosures of interests and dispensations.

4. MINUTES

Minutes of the meeting held on 6 March 2023 were approved as a correct record.

5. MITIGATING FALLING SCHOOL ROLLS - KEEPING EDUCATION STRONG STRATEGY

The commission first received a presentation (*Appendix 1. Minutes*) from Nina Dohel, Director of Education on Keeping Education Strong strategy

- Southwark Context pupil places 2021-2022; 74 primary schools, 97% Good or outstanding schools according to Office for Standards in Education, Children's Services and Skills (Ofsted), currently 924 surplus places at reception age which would be monitored until September 2023 when children start school, 5,850 surplus places from reception to year six which is 22% surface capacity, ideal target is to keep 5-10% surplus capacity in the system i.e. 27 students out of a class of 30 students.
- Southwark Planning Areas; PA₁ –Borough, Bankside & Walworth, PA₂ - Bermondsey & Rotherhithe, PA₃ – Peckham & Nunhead, PA₄ - Camberwell, PA₅ - Dulwich
- Borough-wide actions taken and impact; Surplus Capacity 2018/19:19 % Reception 14% school places, changes implemented since 2019 have resulted in reduction of 570 reception places with the impact carrying through to 2028 resulting in reduction of 1395 Primary School Places, 2022-23 surplus capacity: 22% reception 22% School Places
- Borough wide actions taken, such as reduction of Pupil Admission Numbers (PAN) have been outstripped by the high rate of falling pupil numbers.
- Planning Area Meetings with Headteachers from autumn 2021; scale of difficulty and specific area challenges, Pupil trends, Falling birth rates, reduced PAN and point of closures, St John's Walworth
- Head Teachers Schools Strategic Board (HTSSB) developed criteria for making recommendations about action, 49 schools for further evaluation, Criteria templates: Pupil Roll Trends and Projections, Quality of Provision, Budget Health, Quality of Building and Estate, Local Issues
- Recommendations with help of independent consultants for schools, PAN reductions and amalgamations
- Free School Meals (FSM) and Special Educational Needs (SEN) graphs for schools; FSM is provided from Nursey to year six for eligible children

The commission then asked questions on the following points

- The commission asked for desegregation of FSM, SEN and Black and Asian Minority Ethnic (BAME) data on the graphs in the presentation to better understand Equalities Impact Assessment (EIA) of schools in scope for further change.
- Criteria for FSM, School budgeting for FSM preparation and subsidies
- Converting schools into academies, amalgamations and mitigation process.
- Lack of mention of staff employment rights and union discussions as result of redundancies in Local Authority services.
- Disproportionate impact on BAME children and language barriers

Nina explained to the commission that there is an income level eligibility for FSM and she will get back to the commission on the exact criteria. On paying for FSM, the schools get reimbursed for FSM through a FSM allocation budget provided, however the schools have to pay for kitchen staff and maintenance of kitchen equipment.

Nina informed the commission that school governors are entitled to explore conversion into academies and amalgamation of schools through a Department for Education (DfE) process. The Council's role is to propose the amalgamation or conversions based on the algorithms from the research conducted in that area. The study indicates that no schools are exempt from the impact of falling school rolls. Academies and trusts go through a due-diligence process carefully before decisions are made for the conversion into academies or amalgamation of schools.

The commission heard from officers that Keeping Education Strong strategy is primarily focused on resolving the issue of falling schools rolls and does not cover employment rights during the redundancies in Local Authority Services. On the impact on BAME children and their families the commission heard from Nina that schools that have PAN reduction are already operating at lower numbers of children so there is no impact on such schools. However the schools that are amalgamating or were facing closure such as St Johns Walworth had all the required children and families support services present in the room before any discussions with parents, ensuring that each and every child is placed in an alternative school, bespoke to their needs such as SEN.

The commission then asked further questions around the following themes

- Communication with School Leaders; all catholic schools to be converted into academies Archdiocese of Southwark commission
- Strategy for secondary schools that might be affected in the future
- Specific EIA for schools with reduction in PAN, amalgamations and closures

Nina explained to the commission that communication with school leaders involved, Chairs, Governors and Head teachers, decisions to convert into academies are a mixture of schools themselves coming to the conclusion and proposals by the Councils and there has not been any recent communication on

the conversion of all catholic schools into academies.

On secondary schools Nina informed the commission that out of the 20 secondary schools in Southwark 19 are part of very large established trusts and the 20th School is affiliated to the network of trusts. There have been regular meetings with CEO's and head teacher networks of secondary schools to keep them abreast of the projection numbers coming into year 7, however there hasn't been any significant downturn in pupil numbers in secondary schools; academy trusts making their own decisions.

The commission learnt from officers specific EIA's for schools will be a part of discussions and consultation with schools and parents once the initial conversations on the council's proposals have been conducted.

The commission then received a presentation (*Appendix 2. Minutes*) from Helen Jenner, independent consultant discussing falling school rolls and outcomes

- Establishing an effective schools organisation strategy; clear communication with the governing body with regards to timelines and strategy
- Planning areas data and analysis based on Keeping Education Strong Strategy
- Challenges with parental preference and geographical divides
- Stress testing options before publishing findings; Equity, Quality, Sustainability and Deliverability

The commission then asked questions on the following points

- Geographical locations of schools parental preference
- In-year vacancies in secondary schools
- Budget for redundancies and moving allowances for schools
- National media reporting of the issue of falling pupil numbers in London.

Helen explained to the commission that the strategy does not propose amalgamation of schools that geographically are two or more miles apart as that might be unfair to parents. On in-year vacancies in secondary schools, there is sometimes a decline in numbers; where there is a good state school next to a private school and the parents move their children to try and get admission into the better secondary school with early moves in years 3, 4 or 5.

Helen expressed to the commission that mitigating the HR impact and having robust processes for redeployment, retraining etc. especially for teaching assistants is an important area that the council needs to review.

Nina informed the commission that the budget for redundancies and moving allowances are recovered from the remainder of the school budget and any remaining costs covered by the council. Academies are directly funded by the DfE.

Nina explained to the commission that it has been disappointing to see the lack of

early media coverage on falling pupil numbers in London and nationally and the current media coverage has journalistic factual inaccuracies in pupil numbers data.

The commission then asked further questions around the following themes

- Challenges in enforcing caps of 27 pupils in a year across Southwark due to parental choice
- Social inequality in working class and disproportionate impact on BAME children; Effectiveness of the strategy in mitigating such wider trends
- Good practices from other boroughs in proactively tackling equality issues in school closures and amalgamations

Helen explained to the commission that in instances where schools have been asked to reduce PAN but parental preferences show otherwise, the schools adjudicator will rule in favour of reduction of PAN. Instances where schools that can fully support inclusion with SEND and are based around schools that lack the expertise, officers have then worked with the school to expand from two form entry to three form entry.

Helen informed the commission that no other borough have significantly countered the disproportionate impact on equality issues, with BAME children it is difficult to mitigate the disproportionate impact in some communities plainly because of the market approach for schools in certain areas.

6. FALLING PUPIL NUMBERS FOLLOW UP DATA/REPORTS

The following reports were noted by the commission

- Social rented housing not at affordable housing levels undergoing enforcement investigations
- Air quality data around schools
- S-106 Monies for schools

7. LOCAL ACCESS PARTNERSHIP (LAP)

The commission then heard from Councillor Martin Seaton, Cabinet member for Jobs, Business and Town Centres on Southwark Pioneers Fund (SPF) and Local Access Partnership (LAP)

- Development of SPF 2018-2019; council proposal £33m program; LAP program blended social investment for social enterprise over 10 years.
- Proposal in October 2019 setting out visions for LAP and social economy enterprise support plan submitted to foundation for social investment and Big Society Capital (BSC)
- LAP vision statement is to have a collaborative, sustainable and diverse social economy, which delivers positive social impact and a better future for

all Southwark residents. The collective ambition for LAP is to build a new capacity skills, community connections and support across social ecosystems to tackle entrenched social issues in Southwark.

- Refresh of SPF; creation and scaling up of commercial and social enterprise including revenue rating for charities, widen diversity of people owning or leading enterprise in Southwark, reduce enterprise carbon emissions, start-up program to generate good quality employment and generate wider social value, and growth program which is the enterprise board for later stages of an enterprise focusing on growth, and social and community program that supports enterprises led by women and from BAME backgrounds.

The commission then asked questions on the following points

- Allocation of LAP funding through Access foundation, and funding through SPF
- Lack of access to funds for businesses like East Street Traders and organisations like Black Business Network.

The commission heard from Matt Little, Principal Strategy Officer that the money is yet to be withdrawn through the access foundation which would then along with SPF funds be allocated at a granular level to businesses.

Councillor Seaton informed the commission that regular visits have been made to businesses across Southwark, the issue has been the underlying disconnect with traders, and leaflets have been distributed across Southwark to mitigate this. The council is constantly promoting the message across the community of buying locally from local businesses and many organisations such as the Federation of Small Business (FSB) and Chamber of Commerce offer professional support and guidance to local businesses.

The commission then heard from Jon Hitchin, Chief Executive of Renaisi the leading accountable body for LAP in Southwark

- Social Investment Models and driving investment into social businesses and social enterprise which is a thriving sector in the UK
- LAP- Renaisi' s role and future plans to co-ordinate and access funds from Access Foundation and BSC
- Challenges- massive equity differences in BAME and Women led social enterprises and London economy driven land and property prices. Southwark is the only London Borough included in this program.
- £900k from Access as development grants and £500k from SPF for BAME and women led businesses to grow as Enterprises
- £5m from BSC and Access combined monies to go only to investment as repayable finance and not grants of any kind.
- Community Asset Trust model being developed to invest in local assets, properties and spaces with repayable finance at set interest rates which could be collectively owned by a community group and not the council or Renaisi.

- Renaisi co-ordinating with local businesses community groups to invest in multiple properties within the borough.
- Proposition to de-couple development finance from investment finance speeding up the delivery of finance in the community with an aim of perpetuity in the model.

The commission then asked questions around the following themes

- Deadlines on BSC monies investment and council's role in supporting the development of the community asset trust model.
- Support within the LAP for successful BAME businesses like 'Plush' who have been evicted as a result of the private landlord wanting the land for redevelopment.
- Affordable work spaces for local businesses through long leases. Planning applications to help affordable work space provisions.

Jon explained to the commission that BSC are focused on having enough confidence in development of the Community Asset Trust Model rather than a deadline to spend the investment money. The council has been incredibly supportive of the LAP and developing the model. The council also has a major role in bringing together partners, building partnerships and networking. The decisions made on council owned properties and assets are dependent on variety of factors, pressures and demands.

Jon explained to the commission that in order to make the Asset Trust Model to respond to on demand issues for businesses such as Plush; it would depend on the viability of site, land value challenge and the market demand of the land for development. Although it's unlikely that that a community social investment trust can outbid the market value for a site.

Councillor Seaton explained to the commission there are certain protection within the planning policy framework for businesses in-situ for 10 or more years. Small to Medium Enterprises have support available from professional organisations where the council could provide guidance. The current levels of funding through LAP of a few million pounds would be inadequate in resolving such issues.

Councillor Seaton explained to the commission that Southwark is a very resilient Borough when it comes to businesses, the council is doing more to protect local businesses, by promoting 'buy locally' campaign. Councillor Seaton explained to the commission that he is confident that members in the planning committee will enforce the planning policies on affordable work spaces provision. The council's economic strategy plan is out for consultation and it's very important for all members and parties to come together to support the strategy.

Jon explained to the commission that procurement is a very important tool through which the council can help support the local businesses in Southwark.

8. FINALISING SCRUTINY RECOMMENDATIONS

The draft recommendations 2022-23 (*Appendix 3. Minutes*) were circulated at the meeting and would be circulated electronically after the meeting. The deadline for commission members to respond on email was set to Friday 28 April 2023.

9. WORK PROGRAMME 2022-2023

The commission noted the Work Programme 2022-2023

Meeting ended at 9:21 pm

CHAIR:

DATED:



Southwark Primary Places planning – final report

Purpose of the work

Isos Partnership was commissioned to support the London Borough of Southwark over the autumn and spring terms, to provide independent comment on and further develop their strategy for addressing the over-supply of primary places and the associated financial risks for primary schools.

Prior to the start of this project, Southwark had already made significant progress in developing a strategy to address the trend of declining pupil numbers and the subsequent over-supply of places in the primary phase. Working with school leaders and councillors, the local authority had established a set of principles to guide their work, had initiated the analysis to identify how many pupil places and/or forms of entry may need to be taken out of the system and in which areas and had begun to engage schools, including governors, in these difficult decisions.

The purpose of this project has therefore been to scrutinise and test the analysis carried out by Southwark across Primary schools which are potentially at risk from falling rolls and make a series of recommendations for possible future school reorganisations based on an objective analysis of the data. These recommendations were discussed and refined with the team of project officers within Southwark before developing a summary set of provisional proposals that could be more widely shared with the school leaders, elected members and affected schools. This report contains our recommendations.

Methodology

The work with Southwark has had three distinct stages. Dr Helen Jenner and Natalie Parish (Isos Partnership Director) have worked together and individually to support different stages of the project.

Stage One - Autumn Term 2022 - Confirming direction of travel.

A desk top analysis of published information was undertaken to ensure the perspectives arrived at by LA officers reviewing the LA data, were mirrored using publicly available information. To collate the data, we accessed the January 2022 School Census, all DFE comparator websites, and Borough admissions brochures.¹ This was therefore a limited picture but gave insight into the issues that would need further exploration for a more

¹ <https://schools-financial-benchmarking.service.gov.uk/Help/DataSources>
<https://explore-education-statistics.service.gov.uk/find-statistics/school-pupils-and-their-characteristics>

Appendix 2

detailed and up-to-date analysis and recommendations. The DFE comparator websites provide information on pupil population; equalities, for example SEN percentages, free school meals, which enabled us to keep inclusion and diversity in mind in our initial analysis; finance and expenditure; and the quality of education. The information was helpful in giving insight into the scale of the challenge, and to confirm that LA officers' analysis and Isos Partnership analysis had reached similar conclusions.

The analysis enabled us to confirm the Southwark estimations of the scale of change required, and to start to work with officers to develop our support for a more detailed second phase of work, which could consider more detailed information about the geographic and demographic area. This very early analysis was shared with officers. (Appendix A)

Stage Two - Early Spring Term 2023 - Collating Agreed Data to begin considering possibilities

Southwark identified 49 schools where there was evidence for a trend of declining pupil number entering at reception and/or across the school, and were therefore deemed in scope for the purposes of this projects. Schools were deemed in scope if they had experienced:

- i) A drop between 2019 and 2022 of all school rolls by 5% or more and/or
- ii) More than 20% vacancies across the whole school

Schools in Southwark that were deemed in scope were provided with their core data by the LA in January 2023, they were invited to comment on the data to ensure accuracy and flag any other issues.

During this period the Local Authority provided Isos with the school level data, and full information on dates or previous and planned organisational change within the primary sector. Isos took this data and reviewed alongside DFE data looking in more detail at small geographical areas, as well as looking at groups of schools (Federations, MATs and faith groupings). Isos identified schools where changes could be made based on local clusters, linked to the 5 Planning Areas.

Stage Three. Later Spring Term 2023 Agreed Analysis

Five workshops were held with LA officers to discuss these initial ideas for meeting the declining school population needs. These workshops enabled Isos to check their rationale for decision making, and refine their understanding of the likely impact of changes, both on provision and the sustainability of quality future provision.

The workshops helped us to refine suggestions for change, which have been considered based on smaller geographical clusters as well as the Planning Areas already established.

A meeting with the Lead Member was helpful in understanding the information Councillors would like before they are asked to reach decisions, and the principles they would like to be observed as part of the Southwark School Organisational Change Strategy.

Appendix 2

Current context

There are currently 26,399 places from reception year up to year 6 in Southwark's primary schools. **These are filled by 20,694 children, leaving 5,705 places empty in primary schools across the borough.** This is a borough-wide vacancy rate of 22%.²

Vacant places are not distributed equally between schools. Some primary schools in Southwark are full. At the other end of the spectrum, some schools have more than half of their places empty. There are many factors which are leading to a fall in primary aged children in Southwark – a phenomenon which is observable right across London. These are chiefly falling birth rate, reduced immigration, housing pressures, higher numbers of families moving out of London post Covid and benefit changes leading to relocation of families as set out in the Southwark Strategy in December 2022.

The current situation has been alleviated by actions that Southwark has taken historically. Between 2019 and 2023, a total of 495 places have already been removed from the school system through a mixture of reducing forms of entry and closing schools.

Recommendations for the scale of further reductions needed

The information that Southwark shared with us indicated that, in addition to the 495 places that have already been removed from the system, there is more action underway right now to reduce the number of primary school places in Southwark further.

Changes already underway:

The first way in which primary surplus capacity is being reduced is through agreed reductions in Published Admission Numbers (PANs). Between 2019 and 2023, 17 schools agreed to reduce their PANs and two schools will lose bulge classes, as listed in Appendix B. These changes will take several years to work through the system. For example, a school that reduced its primary admission number from 60 to 30 in 2019 would continue to experience a reduction in the overall places up until 2026 (when the cohort of children in reception in 2019 enters Year 6). **Once all these agreed PAN reductions have worked their way through the system, this will lead to a further reduction of 2,100 places.**

Further reductions:

The second way in which primary surplus capacity is being reduced is through proposed closures and amalgamations of schools. At present, consultation is underway to close Townsend school, close St Francesca Cabrini RC school and amalgamate Coburg and Camelot schools. Discussions are also underway around a potential amalgamation of St Jude's and Charlotte Sharman. **As and when these changes have been completed a further 1,170 primary places will have been removed.**

However, at the same time there are a small number of schools (mainly free schools or academies) which have opened or expanded in recent years and are filling to reach their

² Pupil numbers based on October 2022 Census returns.

Appendix 2

planned capacity. This will lead to a small increase of 228 places. A list of schools where changes are already planned is included in Appendix B.

Despite the action that has already been taken, the analysis that we have undertaken suggests that there is further to go. Once all the changes described above have been achieved, **we estimate that there will still be 2,663 vacant places in Southwark's primary schools.**

It is not desirable to get to a position of zero vacancies. There needs to be some flexibility in the system for parental choice and movement of pupils in year, particularly in an inner city environment where pupil mobility tends to be higher. The accrued experience of local areas over time suggest that Southwark should be aiming for a vacancy level of about 10% - or between 2000 and 2100 places on current pupil numbers. That means that to ensure a primary school system that is sustainable, based on the current number of pupils, Southwark still needs to remove around 600 places.

A primary school is structured around class sizes of 30, therefore a single form entry primary school has 210 pupils, a two-form entry primary school has 420 pupils and so on. When removing places from the primary system, it is therefore expedient to do so in multiples of 210. **To stabilise the system, based on current numbers of pupils, we therefore recommend looking to remove a further 630 places** – this could be achieved by 3 schools each reducing their Primary Admission Number by one form of entry (this would take several years to have full impact), or by closing or amalgamating schools, or some combination of these actions.

The reduction by 630 places that we are recommending, in addition to the changes Southwark already have in train, **is a minimum.** It is what should come out of the primary education system based on **current pupil numbers.**

Unfortunately, projections by the Greater London Authority, based on birth rates and projected pupil yield from housing developments, suggest that over the next five years, the number of primary aged pupils in Southwark will continue to fall. According to GLA projections, in 2026/27 there will be 1,143 fewer primary aged children in Southwark than there are today.

If these projections are accurate, that would suggest **that Southwark may need to lose a further 1,143 places, on top of the 630 that we already know we need to take out.** This would equate to five further units of 210.

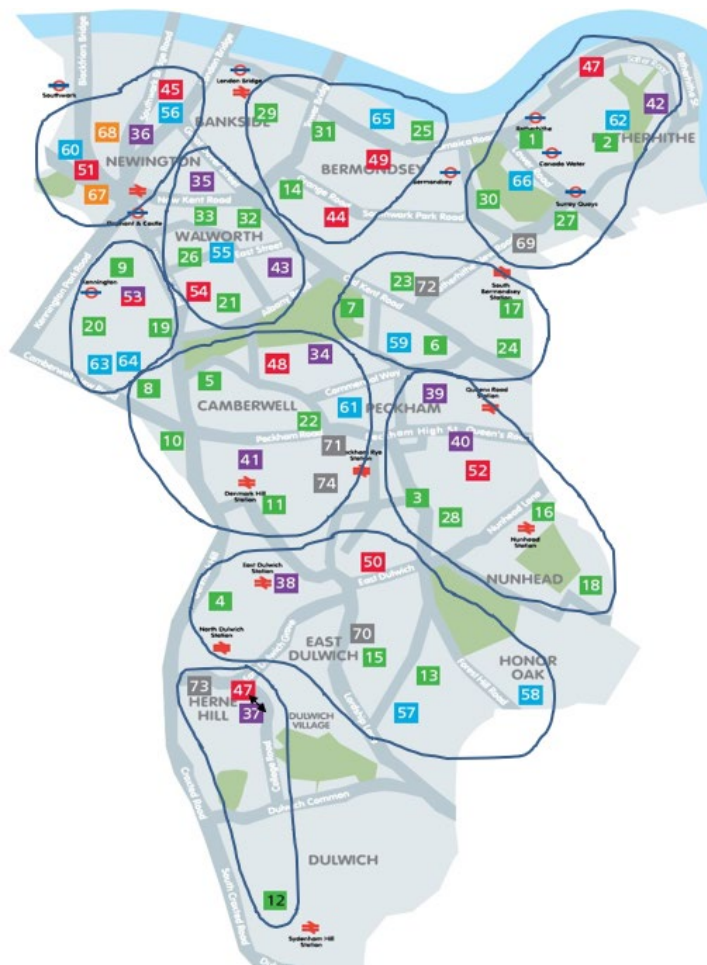
However, we do not know how accurate the population projections will be. We therefore recommend that Southwark continues to keep a watching brief on actual numbers and sets **a target to take out a minimum of 630 and a maximum of 1,773 places over the next five years.** This equates to between 3 and 8 forms of entry. To manage the uncertainty of fluctuating pupil numbers we recommend that Southwark approaches this reduction in phases and prioritises options that build flexibility into the system.

Appendix 2

Analysis of where reductions should take place

The distribution of primary school vacancies across Southwark is not even. There are some areas of the borough with significantly higher levels of vacancy than others. At the same time, further reductions in pupil numbers is more likely to affect some areas of the borough than others. It is therefore important that the 3 to 8 forms of entry are removed from the right areas. If not, there will remain over capacity in some bits of the borough and in others there will not be enough places to meet parental demand.

In order to assist in determining where reductions should take place, we split Southwark schools in 10 clusters for the purposes of analysing pupil numbers. We attempted to base these on natural 'geographies' that correspond to the different neighbourhoods in Southwark. The map below shows the clusters that we used for our analysis.



In each cluster we considered data on:

- the number of pupil vacancies in primary schools now
- the number of pupil vacancies there will be when all the planned changes have come into effect
- the projected decrease in primary pupil numbers up until 2025/26 according to GLA estimates
- the number of first choice preferences for schools in that area for September 2023

Appendix 2

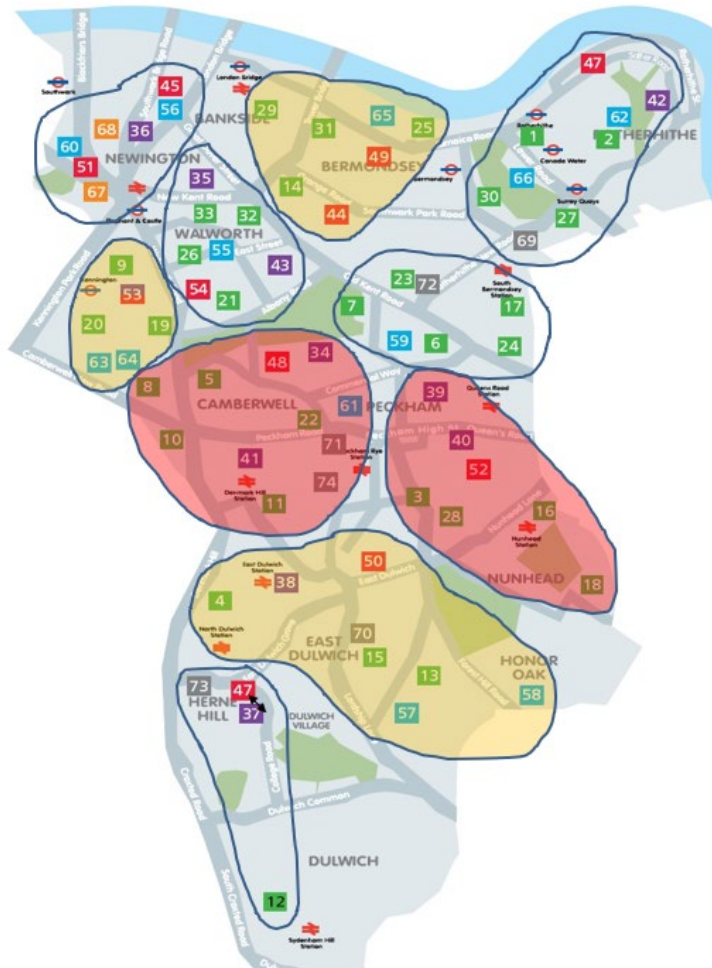
We used this information to identify how the maximum of eight forms of entry reduction might be distributed across the cluster areas. This is shown in the table and map below:

Appendix 2

Cluster	Pupils now	Places now	Vacancies now	%	First place prefs Sept 2023	Reception places in excess of first choices	Places after planned changes	Vacancies after planned changes	%	2026/27 projected pupils	Projected vacancies 2026/27	%	Reduction needed to meet 10% target	Possible whole forms of entry reduction
Newington (PA1)	1399	1860	461	25%	182	58	1470	71	5%	1237	233	16%	110	0
Bermondsey (PA2)	1782	2100	318	15%	213	87	2100	318	15%	1690	410	20%	241	1
Rotherhithe (PA2)	2826	3270	444	14%	442	8	3150	324	10%	2680	470	15%	202	0
Walworth (PA1)	2040	2610	570	22%	204	156	2100	60	3%	1803	297	14%	117	0
Kennington (PA1 & PA4)	1452	1845	393	21%	180	75	1755	303	17%	1267	488	28%	362	1
Old Kent Road (PA1, PA2 & PA3)	1969	2865	896	31%	247	143	2100	131	6%	1799	301	14%	121	0
Camberwell (PA3 & PA4)	3240	4170	930	22%	384	156	3570	330	9%	2792	778	22%	499	2
Peckham (PA3)	1771	2535	764	30%	194	136	2310	539	23%	1526	784	34%	631	3
North and East Dulwich (PA3, PA4 & PA5)	2853	3720	867	23%	408	102	3360	507	15%	2790	570	17%	291	1
Herne Hill and Dulwich village (PA5)	1362	1424	62	4%	292	-86	1442	80	6%	1408	34	2%	-107	0

Appendix 2

The map shows colour coded yellow those clusters where a 1 form of entry reduction may be needed, and red those areas where two or more forms of entry reduction may be needed by 2026/27.



What this analysis shows is that many of the planned reductions in place numbers that are already underway are likely to have most impact in the North of the borough – particularly Newington, Walworth and the Old Kent Road areas. It is therefore the middle of the borough – Kennington, Camberwell, Peckham and Nunhead where this analysis suggests there will be the greatest oversupply of places in future.

Our recommendations, therefore, are that over the next five years Southwark should look to reduce primary numbers by around 1 form of entry in the Bermondsey, Kennington and North Dulwich areas, around 2 forms of entry in the Camberwell area and up to 3 forms of entry in the Peckham and Nunhead area.

However, these recommendations can only be a guide. One of the things that we cannot know, at the moment, is how parental choice will respond to some of the changes already underway. To take a concrete example, our analysis at present assumes that the impact of closing Townsend school will chiefly be felt by schools in the Walworth cluster, meaning that current vacancies there are used by families that would otherwise have gone to Townsend. However, it may be that families choose instead to travel North to schools in the

Appendix 2

Bermondsey or Newington clusters, or West to schools in the Kennington cluster. It is impossible to know the actual impact until changes have taken place. It is therefore recommended that Southwark repeats this analysis at frequent intervals to test the geographical impact of changes to pupil numbers and adjust plans accordingly if necessary.

Assessment of which schools may be affected by reductions

In assessing which schools may be affected by reductions we have limited our analysis to those schools which have been deemed in scope by Southwark. We have also been guided by the principles that are important to Southwark. These are:

- Assuring future sustainability for schools
- Ensuring minimum possible disruption
- Protecting the education estate
- Recognising that change is essential
- Avoiding, or minimising, the impact of closure
- Supporting diversity and equality

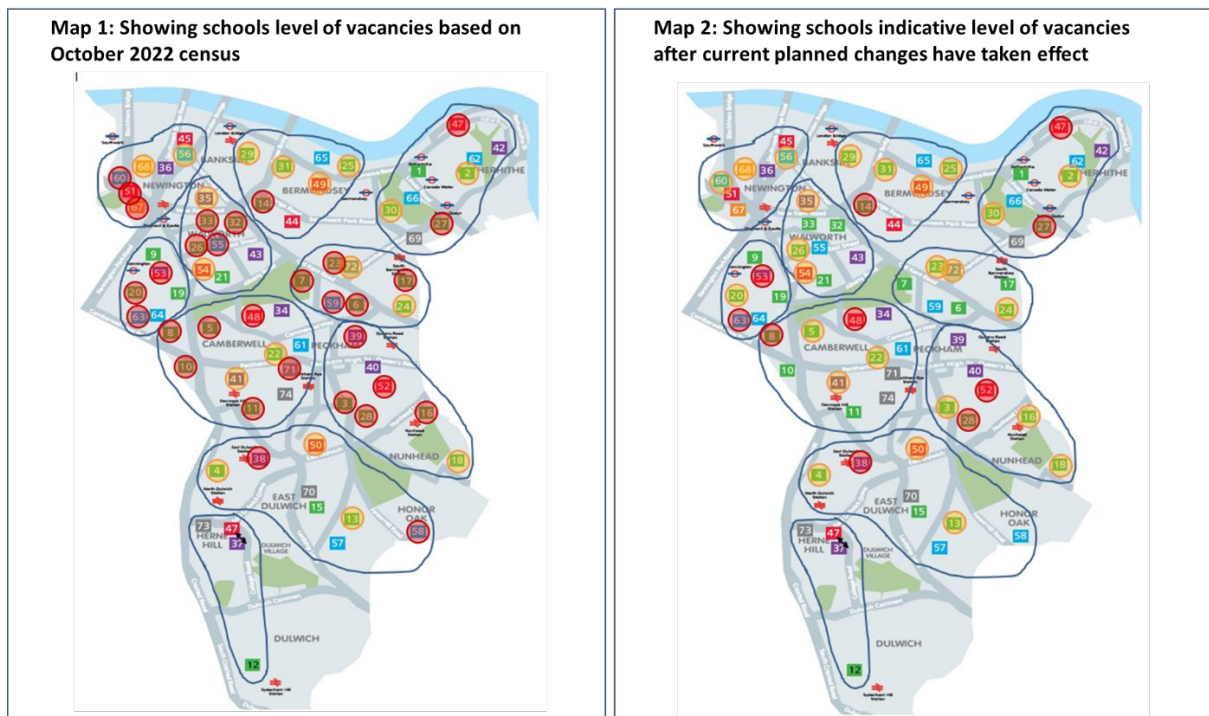
Beyond these principles, we have been guided by our geographical analysis outlined above and taken into account four key pieces of data:

- 1) A calculation of the expected vacancy rate in a school, after any already agreed changes have been implemented.
- 2) Evidence of financial risk – either large in-year deficit or a cumulative deficit.
- 3) Quality of education
- 4) First place preferences for September 2023

Experience shows that it is difficult to maintain the quality of education in a school carrying much more than a 10% vacancy rate – once there are fewer than 27 children per class it is difficult for schools to afford the full range of services. Where population figures are showing trends falling below this level they were considered to be at risk in our analysis, those schools with high deficits and those where quality of education is less than good were also highlighted as being at risk.

The first map below colour codes schools based on the current level of vacancy, according to the October 2022 census. Those schools with more than 10% vacancies are circled in orange. Those with more than 25% vacancies are circled in red. The second map shows an approximation of how those levels of vacancy might change, after the planned changes that are in the pipeline have all fed through the system. For the sake of simplicity, we have used some very basic rules to underpin this analysis. We have assumed that where a school is reducing PAN that will just have an impact on the school itself; where a school is amalgamating that pupils will transfer to the amalgamated school and where a school is closing pupils will go to the nearest school of the same type (community, CofE, RC etc). The real-world will, of course, be infinitely more complex than this but we have used this as a simple basis upon which to illustrate how the planned changes could impact on vacancy levels.

Appendix 2



Following our risk analysis of schools, we considered a possible approach to phasing the work, identifying schools where Southwark leaders could begin to take action in the shorter term and also looking ahead to where further capacity may need to be removed in the medium to long term:

Phase 1 – includes those schools in which possible reductions in pupil numbers should be considered and discussed in order to meet the minimum reduction of 3 forms of entry required based on current pupil numbers. These are schools in the cluster areas where most reduction is thought necessary.

Phase 2 – includes those schools where further exploration is required but may be candidates for reducing by a further 5 forms of entry if the number of primary aged children continues to decline.

Phase 3 – includes those schools unlikely to be involved in pupil reductions in the near future but which are in areas where populations could continue to fall so will need regular review.

In general, our consideration of the phases is based on weighing up a series of inter-related factors. These are:

- Our assessment of whether an individual school is currently at risk in terms of pupil numbers, financial sustainability, or quality of education.
- Where schools are located – specifically aiming to bring forward action in areas of the borough with a significant over-supply of places.
- Whether the proposed reduction in places is something that might be relatively quick to achieve or may take longer to broker and work through.

Appendix 2

- Whether there are other changes (such as a neighbouring school closing) that need to happen and where the full impact needs to be understood, before proceeding.

These are not hard and fast ‘rules’ but they are factors that we have taken into consideration in suggesting the phasing of possible changes, and which schools might be involved at each stage. For each school we have suggested a possible course of action to pursue and a rationale for this. This detail is included in Appendix C.

A summary of the three phases, the possible number of schools involved at each phase, and the potential for places reductions, is set out below. It will be apparent that across groups 1 and 2 there are more than 8 possible reductions in forms of entry. This is prudent as it is likely that not all will be achieved.

Phase	Possible number of schools involved	Potential for reduction in forms of entry
1	14	8.5 to 9.5
2	14	6
3	20	None at present

Expected impact of proposed reductions

If Southwark were to be successful in reducing by 8 further forms of entry as recommended, and if overall population estimates prove to be accurate, we calculate that in 2025/26 the overall vacancy rate in Southwark’s primary schools would be 9.8%, and the vacancy rate in reception year should be 11.1%. This is very close to the target set of 10%. However, as we have cautioned throughout, this analysis is based on snap-shot in time and will require regular review to ensure that both the totality of place reductions remains accurate as more information becomes available about pupil numbers, and that the geographical targeting of those place reductions remains sensible as more information comes to light about the real-world impact of planned changes.

Recommendations

Our recommendation is that Southwark councillors and officers work with schools to both ensure that currently planned reductions are realised and that up to 8 further forms of entry are removed from primary schools in a phased approach. It will be necessary to continue to monitor real-time data on numbers of pupils and the impact of changes to primary pupil numbers to ensure that this reduction remains on-track and that it is geographically targeted to the right areas. Our suggestions for which schools might be approached is set out in Appendix C. This is based on a snap-shot in time and will require careful monitoring and adjustment as the programme of changes is realised.

As councillors and officers work with schools to reach final decisions about the changes to make we make the following observations.

Appendix 2

1. Any changes required are done so to ensure Southwark maintains excellent primary education whilst addressing population change. To not change would lead to unplanned decline as some schools become unaffordable.
2. The most effective and least stressful organisational changes are those where the school leadership and governors understand and support the rationale, even if the change proposal brings some sadness.
3. It is important to recognise that parental preference will always be difficult to predict so assumptions that amalgamating schools will lead to a particular change in pupil population should always be carefully reviewed.
4. Communications is absolutely key – discussing a particular school publically too soon can lead to further decline in numbers, but schools also find being left with uncertainty drains staff pupils and parents morally, affecting the quality of education.
5. Although many of the schools most significantly affected have higher levels of FSM than the borough average, reducing the number of schools will increase the capacity to meet the needs of the most vulnerable. Equality Impact assessments for each change process should help ensure sufficient finances to meet the needs of the vulnerable and to strengthen diversity in the schools.

Appendix 2

Appendix A – Phase one analysis

Southwark Primary Pupil Place Planning

Preparatory Work

During the Autumn Term 2022 Isos Partnership undertook a top level analysis of pupil place issues for Southwark pupil place planning, based on data accessible on line, prior to accessing Southwark’s strategy and without specific knowledge of the individual schools, their location, or the communities that attend them.

To collate the data we accessed:

the January 2022 School Census, (<https://www.gov.uk/government/statistics/schools-pupils-and-their-characteristics-january-2022>) – this includes snapshot data about the number of children in every school on census day in January

DFE comparator websites, (<https://schools-financial-benchmarking.service.gov.uk/SchoolSearch/Search?nameId=&suggestionUrn=&locationorpostcode=&LocationCoordinates=&option=on&openOnly=true&laCodename=Southwark&SelectedLocalAuthorityId=210&searchtype=search-by-la-code-name>) – these are informed by key data collected by the DFE, including School Capacity returns.

Children and Maternity Statistics (ChiMAT) information for 2021, (<https://www.gov.uk/government/statistics/2022-child-health-profiles>) – this includes data on child birth rates

DFE School Capacity data (<https://explore-education-statistics.service.gov.uk/find-statistics/school-capacity/2021-22>) – this includes pupil population forecasts

Borough admissions brochure. (<https://www.southwark.gov.uk/schools-and-education/school-admissions/primary-admissions/applying-for-a-primary-school-place>)

This introductory work was undertaken to give Isos and Southwark early insight into the issues that would need further exploration for a more detailed and up-to-date analysis and recommendations. It provided a tool to independently “stress test” the work undertaken by the Southwark Place Planning Team

Numbers across Southwark

The largest cohort year in Southwark appeared to be Year 9, all years below that show a constant decline, apart from Year 2. The birth rate is not yet increasing.

This indicates that lower numbers of children is a trend, rather than a blip, and Southwark are correct to be taking strategic and operational action to address this.

Appendix 2

Primary Capacity

If we consider Year 9 as the current highest possible number of primary spaces needed in the last 10 years, the spare capacity (based on 2020/21 data) was around 9 FE (around 8%) in comparison with current PANs. In 2019/20 The Local Authority and schools were proactive in reducing Forms of Entry and in having discussions with particularly vulnerable schools regarding mergers, without this action the gap from need would have remained around 17 FE (around 13%).

The reductions so far, and our recommendations have taken into account a flexibility buffer, in that in the unlikely event in the next 10 years, numbers were to return to above the Year 9 position, there would still be significant spare capacity in the system simply by restoring PANs to September 18 levels.

This is important because it means councillors and other stakeholders can be confident that any future reductions will not over reduce spare capacity in primary schools.

DFE Finance benchmark figures indicate at least 25 schools show some financial challenge. 8 of these have negative reserve figures. Of these 6 have negative in year spend and negative reserves. Two of these six schools have already reduced their PAN which will enable them to reduce staffing as part of financial recovery planning.

Across the Borough 40 schools were showing some level of pressure from vacancies in 2022, in 24 of these their reception numbers are below the level needed for financial efficiency (based on their PAN). Based on work in other Boroughs Isos estimates that where reception figures fall below 27 in a one form entry school the costs of providing the necessary school infrastructure, a full curriculum range and meeting individual educational needs starts to become financially challenging. Below 25 it is likely to become educationally limiting, potentially leading to a reduced curriculum offer, sometimes mixed age classes and less leadership expertise.

Following this analysis, we estimated that across the borough the removal of 17 forms of entry at Primary level (9 currently planned and a further 8 to be identified) would still leave 6 FE capacity for parental preference, and a number of schools that could easily re increase their PAN if necessary.

Based on 2020/21 figures, this would give capacity of 105 FE (3150 places) with flexibility to increase to 110 (3300) if required. Allowing 5% for parental preference based on Jan22 reception figures – with access to allow for up to 10% if required. (These figures are updated in our main report once DFE data for 2021/2 and local information were available)

From the available Local Authority information we could see that it would be possible to analyse by planning area and to identify possible groups of schools well located for PAN reductions. At this stage of analysis, we looked at the 5 Planning Areas and provided a top level summary for the areas that, based on 2021 data, appeared to be facing the greatest challenges. For information, we have included as examples Planning Area 1 (which from

Appendix 2

2021 statistics had the largest capacity challenge), and Planning Area 5 (which had the least capacity challenge)

The DFE benchmarking also provides information on equalities and diversity, but not on quality of buildings or local environment. Whilst these aspects have been born in mind further analysis will be crucial as we move to next stage considerations in the Spring and Summer Terms.

Planning Area 1

There are 115 children fewer in reception classes in Planning Area 1, than there are in Year 6. Despite four schools having reduced their PAN in this area (St George's Cathedral, Charlotte Sharman, Keyworth and Robert Browning) there was still an overall vacancy rate of around 20 % vacancy in the Reception numbers for Jan 22. There seems to be a particular density of schools in the Walworth area.

Three schools are already in the position of having in year over spends and no reserves and one had a large in year deficit. Several schools may face financial constraint if numbers fall further.

Eleven of the schools appear to show signs of unaffordable vacancy levels – which is likely to become an increasing problem if numbers continue to fall.

Two schools seem to be located close to each other and between them only have enough reception children for 1 FE.

Faith schools in the area reflect varying demand, but overall have over capacity, only 1 of the 6 faith schools has reduced its PAN in recent years, despite there being around 2 FE spare capacity across the faith schools in this planning area.

There is a need to reduce capacity in this area. We understood that some discussions and changes have already taken place and the Spring Term analysis would help us plan further changes.

Planning Area 5

In planning area 5 the number of children enrolling in Reception is going up. Further analysis is needed as this could either be population growth or parental preference from other planning areas causing a southward drift of children.

Even with this possible southward drift in some schools there are more forms of entry than are necessary (allowing for parental choice between 5-8%).

Appendix 2

None of the schools in Area 5 has currently reduced their PAN, but 2 schools appear to have a significant challenge to fill reception places. Four schools appear to be facing financial challenge.

Without knowledge of parental preference data it is difficult to analyse where children might move IF PAN was reduced in any of the schools in this planning area.

Variation Across Southwark

There appears to be significant risk across the Borough, however analysis of Area 5 suggests that there may be southward population drift into the area, mitigating the pressure in that area.

Parts of Planning Area 1 appear to be particularly crowded for primary schools, and there may be some “border” issues for particular schools at both primary and secondary level. Isos understands that this is an area where possible changes are already being considered. These changes will impact on our Spring Term analysis and recommendations.

Stress-testing Southwark work to date

There was strong agreement between our independent analysis of published data and the premises in the agreed Southwark Strategy. Southwark officers’ analysis of the challenge and number of schools at risk appears to be appropriate and as accurate as possible in a period where population change is especially volatile.

We agreed with Southwark that the planned more detailed area analysis with possibly at risk schools would give further information for Isos Partnership to be able to make recommendations for further changes that may be needed. Based on our early analysis we would consider around 35-45 schools are likely to be affected by the impact of a reducing population. The level of vacancies appears to be increasing in all planning areas, although the impact is less obvious in Planning Area 5. The planned forms of entry changes seem appropriate, we will use updated data to confirm what further changes may be needed in our Spring Term 2023 work.

As part of next stages work we needed further information on where new and existing changes had been planned and agreed and in which years changes were expected to impact. This was necessary for us to be able to evaluate the balance between implemented changes, planned changes and new recommendations.

We recommended that it may be useful to look at smaller planning areas (ie not necessarily Planning Areas as a whole) where schools are feeling particular impact.

We also recommended that it may also be helpful to look at data across Catholic/C of E and MATs in the Borough to support the Diocese and MAT leaders with their thinking.

Appendix 2

Appendix 2

Appendix B - List of schools in Southwark where planned changes have been agreed

Name of school	Planned change	Date decided	Places reduction
Bellenden Primary School	Reduce by 1FE	2019	90
Brunswick Park Primary School	Reduce by 0.5FE	2019	45
Camelot Primary School	Reduce by 0.5FE and merge with Coburg	2019 & 2023	45
Charlotte Sharman Primary	Reduce by 1FE and merge with St Jude's	2019 & TBC	90
St Jude's C of E	Merge with Charlotte Sharman	TBC	210
Coburg School	Merge with Camelot	2023	210
Crawford Primary School	Reduce by 1FE	2019	120
Dog Kennel Hill School	Reduce by 1FE	2023	210
English Martyrs RC Primary School	Reduce by 1FE	2022	210
Harris Primary Academy Peckham Park	Reduce by 1FE	2021	150
Harris Primary Free School Peckham	Reduce by 1FE	2022	180
Hollydale Primary School	Reduce by 0.5FE	2019	45
Ilderton Primary School	Reduce by 1FE	2023	210
Keyworth Primary School	Reduce by 1FE	2019	90
Phoenix Primary School	Reduce by 1FE	2019	60
Robert Browning Primary School	Reduce by 1FE	2019	90
St Francis RC Primary School	Reduce by 1FE	2023	210
St George's Cathedral School	Reduce by 1FE	2019	90
Townsend	Closure	2023	210
St Francesca Cabrini	Closure	2023	210

Appendix 2

Appendix C – Proposals and rationale

Phase 1

School name	Proposal	Rationale
Grange	Reduce PAN to 1FE	Small class sizes increasing financial pressure. Reduction to 1 FE would increase viability and therefore capacity to improve quality of Education. There are nearby schools with spaces, and first preferences would not be affected as they are below 30
St Paul's CofE	Reduce PAN to 1FE Discuss possibility of school amalgamation with the SDBE MAT.	0.5 PAN Reduction, review sustainability longer term. Concerns over quality of education. Very low numbers from R to Year 4. Parental preference would not be affected by reduction to 1FE. Longer term viability may need to be considered.
St Joseph's Catholic Infants	Reduce to 1FE, amalgamate with junior school	Infant School reducing to 1FE, 1 FE will work through to juniors. Schools may be more financially viable as a Primary. Schools share a site. Year 1 and Reception numbers below 40. If current low numbers in the infant school feed through to the junior school, without PAN reduction, it will have an impact on sustainability for the junior school.
St Joseph's Catholic Juniors		
Comber Grove	Possible amalgamation of Comber Grove with a nearby school. If an amalgamation is not an option may have to consider closure of Comber Grove.	Comber Grove first preferences too small to be viable, with implications for finances and quality of education. Amalgamation is more comfortable for families than straightforward closure, and there are potential schools with spaces nearby that could provide an option for amalgamation.
Goose Green	Explore possible reduction in 1FE discuss possible options with MAT	Goose Green runs risk of expensive class sizes by filling at just over 30. Reducing to 1FE is more sustainable for schools in partnership (Goose Green and Dog Kennel Hill in same MAT). As First Preferences below 30 parental preference will not be badly affected. Dog Kennel Hill already reducing to 1 FE - the two schools may be sustainable as part

Appendix 2

Dog Kennel Hill		of MAT, possibly with closer forms of joint working / sharing assets or site.
St Mary Magdalene	Possible amalgamation with a nearby school. If an amalgamation is not an option may have to consider closure.	St Mary Magdalene numbers look unsustainable financially in the long term, despite school currently managing within budget. Low first preference means fewer children affected. Capacity available in nearby schools
Rye Oak	Reduce PAN to 1 FE	Has been operating consistently at around 1FE (just above and below 30 pupils) but has PAN of 2 FE, other schools in area have already experienced PA reductions. Possible implications for resources base and staffing across the school/resource base.
Harris Primary Academy Peckham Park	Explore merger as 1FE school with Harris	Financially costly. Neither school full, low applications, both Harris schools. Peckham School very close to The Belham. Two schools .6m apart flat walk, schools could decide how best to configure.
Harris Primary Free School Peckham		
Bessemer Grange	Possible reduction to 2FE	School runs risk of expensive class sizes by filling at just over 60. (Highest year group 76. Current first preferences 57). Spaces in nearby schools (Dog Kennel .5m uphill; Goose Green.6 flat). School likely to be financially viable at 2 FE, and as first preferences are below 60 parental preference will not be affected.

EQUALITIES WORKING GROUP

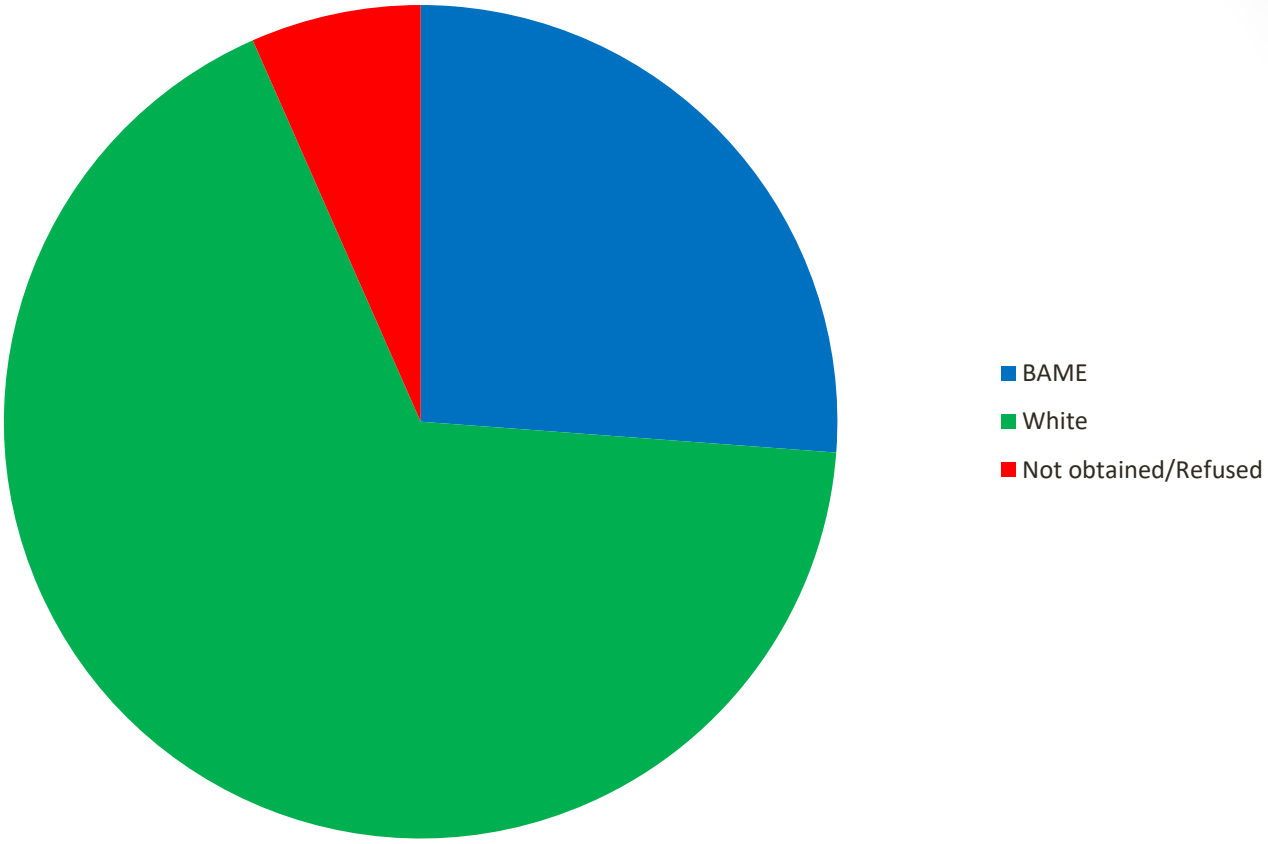
Southwark NEU

Data Analysed

74 Southwark LA Maintained Schools

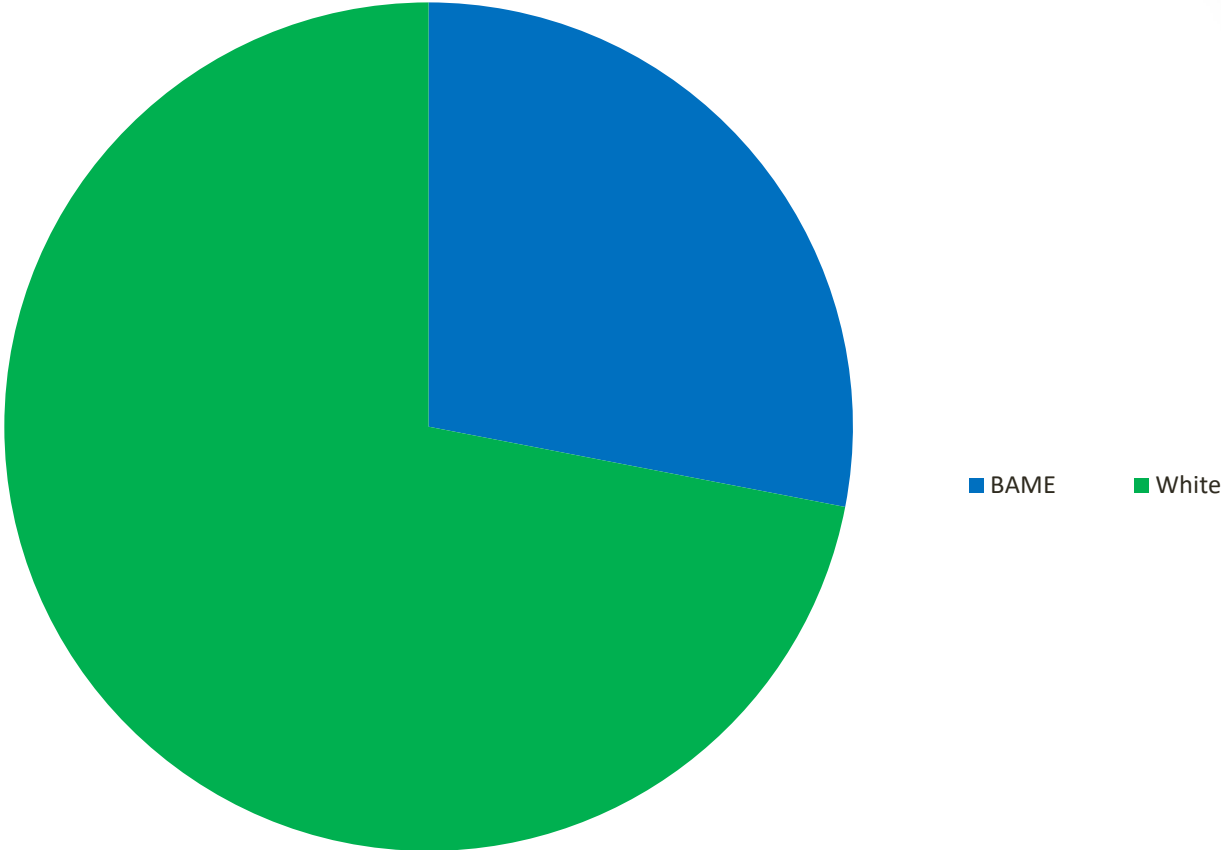
Nursery & Children Centre	5
Primary	60
Secondary	3
Special Primary	3
Special Secondary	2
PRU	1

Comparison of Ethnic Groups within Staff in Southwark LA Maintained Schools



Ethnic Group	Total	%
BAME	948	26
White	2434	67
Not obtained/Refused	239	7
Overall Total		3621

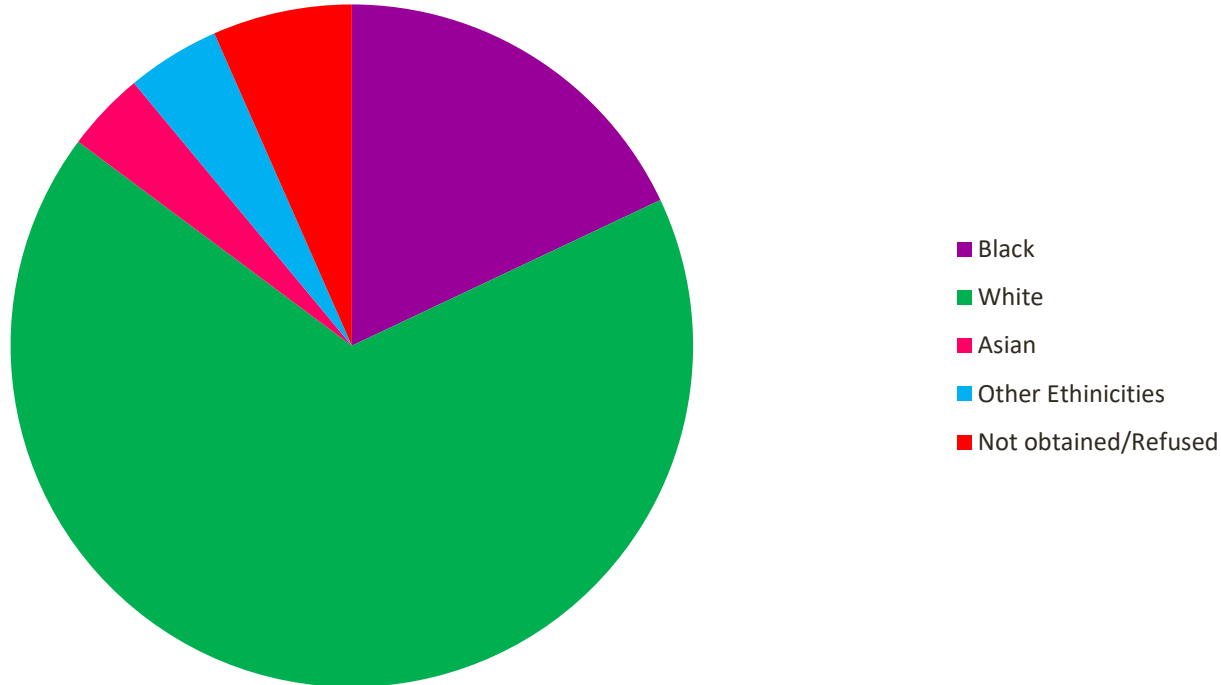
Comparison of Ethnic Groups within Staff in Southwark LA Maintained Schools



Ethnic Group	Total	%
BAME	948	28
White	2434	72
Overall Total	3382	

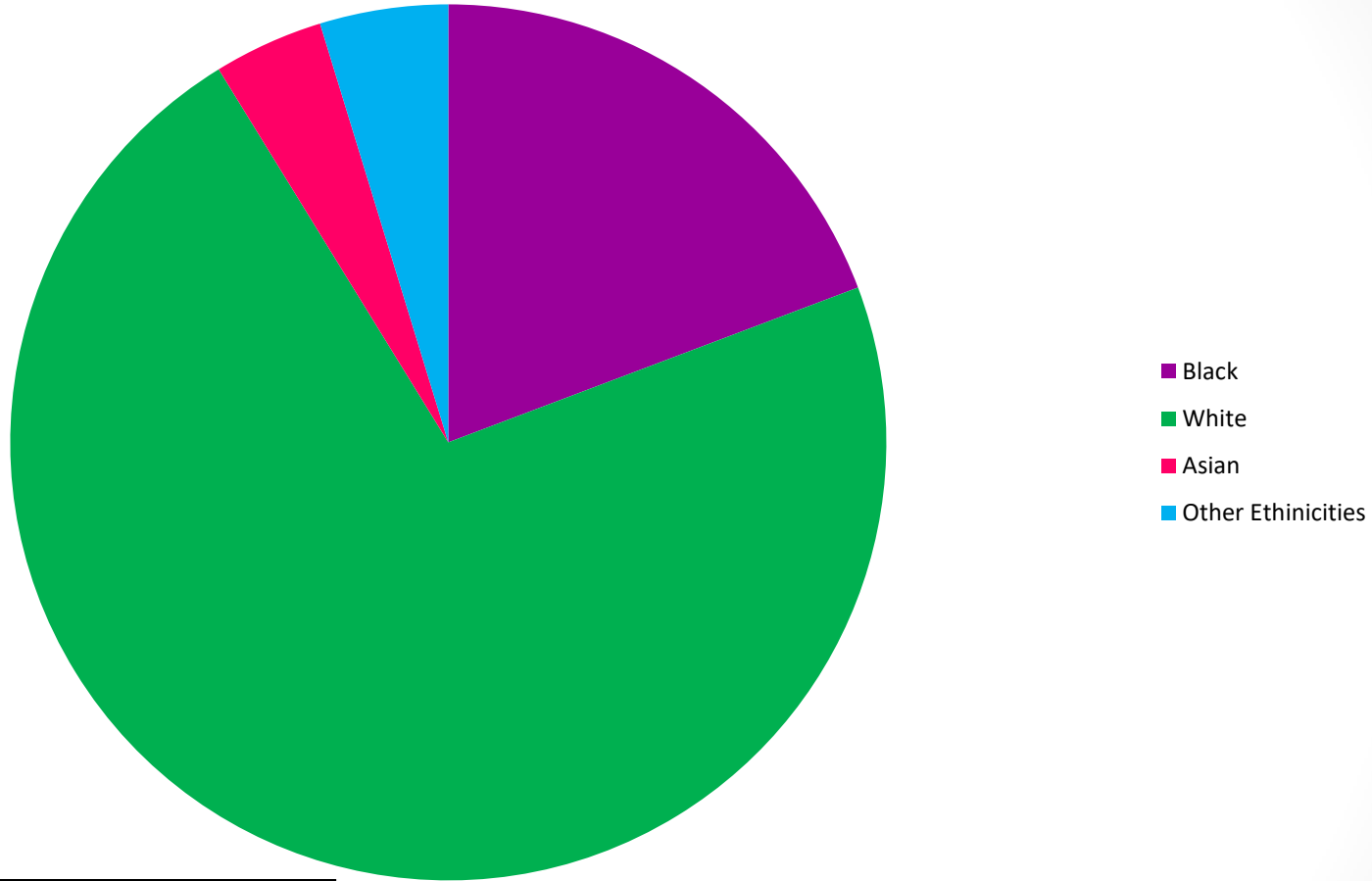
Ethnicity Data obtained for 3382 out of 3621

Comparison of Ethnicity Groups within Staff in Southwark LA Maintained Schools



Ethnicity Groups	Total	%
Black	651	18.0
White	2434	67.2
Asian	137	3.8
Other Ethnicities	160	4.4
Not obtained/Refused	239	6.6
Overall Total		3621

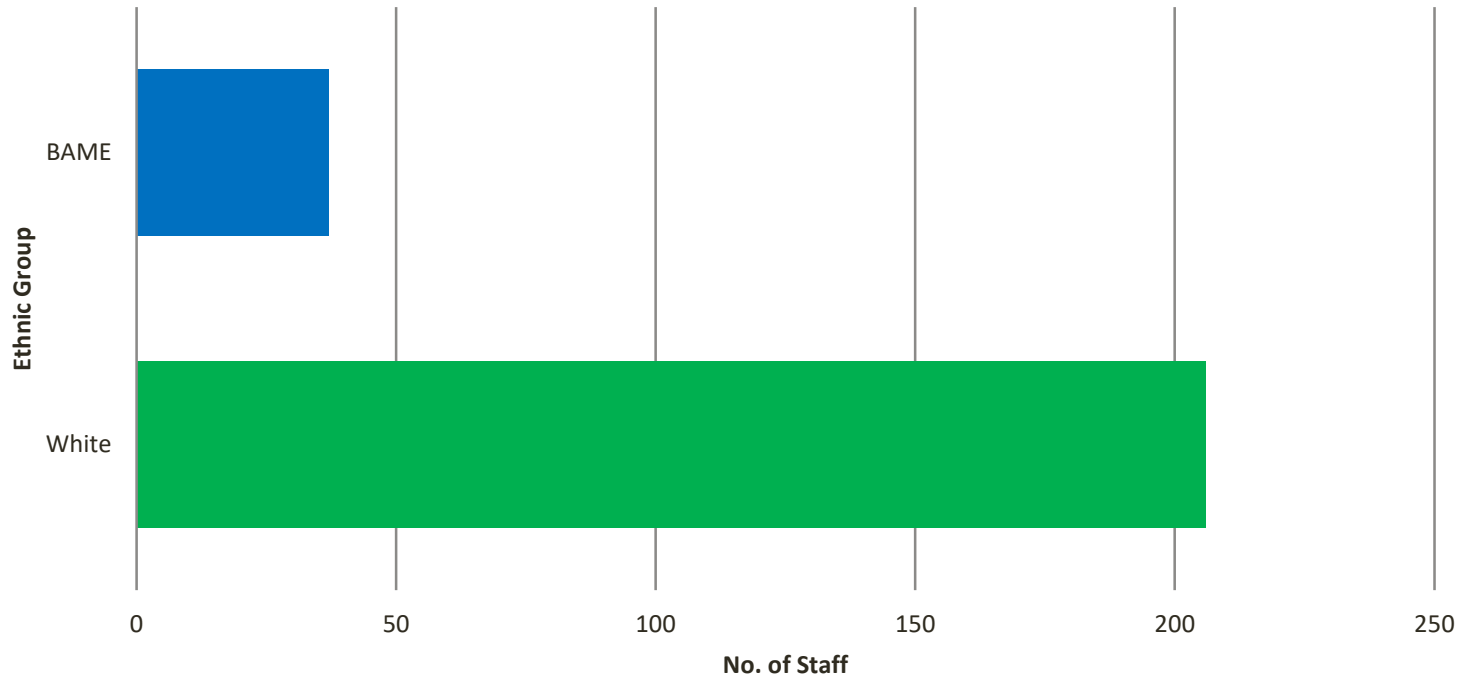
Comparison of Ethnicity Groups within Staff in Southwark LA Maintained Schools



Ethnicity Groups	Total	%
Black	651	19.2
White	2434	72.0
Asian	137	4.1
Other Ethnicities	160	4.7

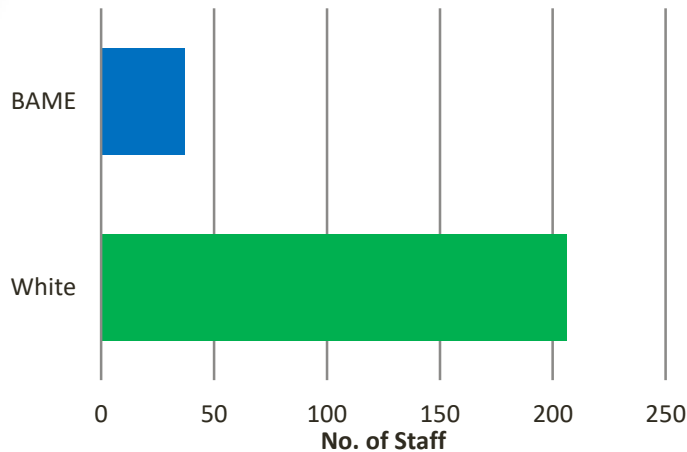
Ethnicity Data obtained for 3382 out of 3621

Comparison of the Number of White and BAME Senior Leaders within 74 Southwark LA Maintained Schools



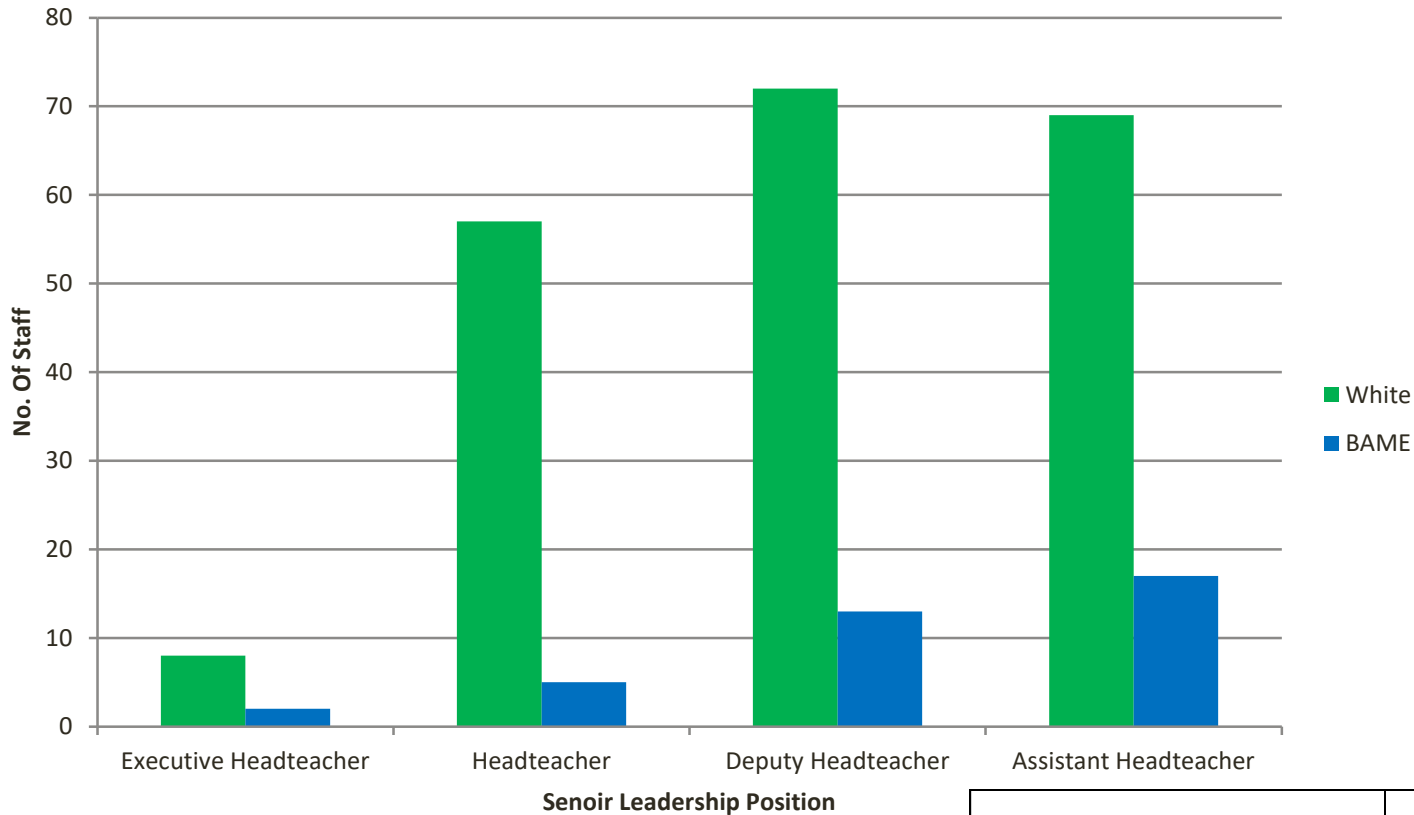
Ethnic Group	Total
White	206
BAME	37

Comparison of the Number of White and BAME Senior Leaders within 74 Southwark LA Maintained Schools



- Only 28 of the Southwark Maintained schools have a member of the Senior Leadership team who is categorised as 'BAME'.
- 22 of the 'BAME' Senior Leaders are Black, only 2 of these are Headteachers.
- 5 Senior Leaders are Asian, within that group 2 are Headteacher and one is an Executive Headteacher.

Comparison of the Number of White and BAME Senior Leaders Roles within 74 Southwark LA Maintained Schools



Position	White	BAME
Executive Headteacher	8	2
Headteacher	57	5
Deputy Headteacher	72	13
Assistant Headteacher	69	17

SOUTHWARK NEU BRANCH CASEWORK EQUALITIES REPORT (2018-2020)

	No. of Cases	BAME Members	Settlement Agreements
Sickness	10	5	3
Disciplinary	11	5	2
Grevance	6	5	1
Working Conditions	2		
Flexible Working	2		
Support Plan (Capability)	4	2	
Support Staff Issues	2		
Pay	3	1	
Total No.	40	18	6

- 45% of cases in Southwark NEU Branch were members from Black, Asian and Minority Ethnic groups.
- 5 out of 6 settlement agreements were for members from Black, Asian and Minority Ethnic groups; 83%.

How can the representation of Black , Asian and all ethnic minorities within school staff be increased within Southwark?

How can the inclusion of Black , Asian and all ethnic minorities be improved within Senior Leadership roles?

How can opportunities for progression to Senior Leadership roles be available and promoted for Black , Asian and all Ethnic minority groups?

How can the categorisation of all ethnicity groups be improved within Southwark data?

Item No. 7	Classification: Open	Date: 19 July 2023	Meeting Name: Education and Local Economy Scrutiny Commission
Report title:		Education and Local Economy Scrutiny Commission Work Programme 2023-24	
Ward(s) or groups affected:		N/a	
From:		Scrutiny Officer	

RECOMMENDATIONS

1. That the education and local economy scrutiny commission note the work programme as at 19 July 2023 attached as Appendix 1.
2. That the education and local economy scrutiny commission consider the addition of new items or allocation of previously identified items to specific meeting dates of the commission.

BACKGROUND INFORMATION

3. The general terms of reference of the scrutiny commissions are set out in the council's constitution (overview and scrutiny procedure rules - paragraph 5). The constitution states that:

Within their terms of reference, all scrutiny committees/commissions will:

- a) review and scrutinise decisions made or actions taken in connection with the discharge of any of the council's functions
- b) review and scrutinise the decisions made by and performance of the cabinet and council officers both in relation to individual decisions and over time in areas covered by its terms of reference
- c) review and scrutinise the performance of the council in relation to its policy objectives, performance targets and/or particular service areas
- d) question members of the cabinet and officers about their decisions and performance, whether generally in comparison with service plans and

targets over a period of time, or in relation to particular decisions, initiatives or projects and about their views on issues and proposals affecting the area

- e) assist council assembly and the cabinet in the development of its budget and policy framework by in-depth analysis of policy issues
 - f) make reports and recommendations to the cabinet and or council assembly arising from the outcome of the scrutiny process
 - g) consider any matter affecting the area or its inhabitants
 - h) liaise with other external organisations operating in the area, whether national, regional or local, to ensure that the interests of local people are enhanced by collaborative working
 - i) review and scrutinise the performance of other public bodies in the area and invite reports from them by requesting them to address the scrutiny committee and local people about their activities and performance
 - j) conduct research and consultation on the analysis of policy issues and possible options
 - k) question and gather evidence from any other person (with their consent)
 - l) consider and implement mechanisms to encourage and enhance community participation in the scrutiny process and in the development of policy options
 - m) conclude inquiries promptly and normally within six months
4. The work programme document lists those items which have been or are to be considered in line with the commission's terms of reference.

KEY ISSUES FOR CONSIDERATION

- 5. Set out in Appendix 1 (Work Programme) are the issues the education and local economy scrutiny commission is due to consider in 2023-24.
- 6. The work programme is a standing item on the education and local economy scrutiny commission agenda and enables the commission to consider, monitor and plan issues for consideration at each meeting.

7. As of 20 May 2023 the commission also now has within in its remit the cabinet portfolio elements listed below:

Children, Education & Refugees (Councillor Jasmine Ali, Deputy Leader and Cabinet Member)

- **Early years and childcare** – including children and family centres, early years education, childminders and nurseries
- **Schools** – including school standards, inclusion, places and admissions; special education needs; free healthy school and nursery meals and fruit; healthy schools and Southwark’s Let’s Go Zero schools network
- **Further, higher and adult education** – including English for speakers of other languages (ESOL), adult literacy and numeracy; and scholarships
- **Children’s social care** – including children in care and care leavers, fostering and adoption, support for children with disabilities and their families; and child safeguarding
- **Family support** – including parenting programmes, the council’s sure-start for teenagers service and support for families who are providing unpaid care for a child with a disability or health condition, including respite care
- **Youth offending services.**

Jobs, Skills & Business (Councillor Martin Seaton)

- **Increasing employment** - support to find a job or start a new carer; careers advice and work experience; paid internships; supporting young people and care leavers’ into employment, education and training; relationship with Jobcentre Plus; supporting businesses to engage with schools and colleges (including the Education Business Alliance)
- **Vocational Skills** - including apprenticeships, vocational training and skills centres
- **Businesses support** - for local businesses, cooperatives, social enterprises and entrepreneurs; increasing procurement from local businesses; and relationships with local business groups and Business Improvement Districts.
- **High streets** – including town centre action plans, Thriving Highstreets Fund, markets
- **Commercial property** – management, leasing and rent setting of the council’s retail and commercial units, office accommodation and related property
- **Industrial strategy** - growing industries that generate good jobs and wider value for our community, including green industries, life sciences and creative and cultural industries
- **Living Wage** - promoting the London Living Wage employers
- **Workers’ rights** - promoting good employment practices and equality and diversity at work and trade union membership.

Young People (Councillor Portia Mwangangye)

- Increasing the voice and influence of young people
- Southwark Youth Parliament
- The council's in-house and commissioned youth services
- Positive Futures Fund
- Southwark Young Advisors.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Education and Local Economy Scrutiny Commission agenda and minutes	Southwark Council Website	Amit Alva Amit.alva@southwark.gov.uk
Link: https://moderngov.southwark.gov.uk/ieListMeetings.aspx?CI=550&Year=0		

APPENDICES

No.	Title
Appendix 1	Work Programme 2023-24

AUDIT TRAIL

Lead Officer	Amit Alva, Scrutiny Officer	
Report Author	Amit Alva, Scrutiny Officer	
Version	Final	
Dated	11 July 2023	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Governance	No	No
Strategic Director of Finance and Governance	No	No
Cabinet Member	No	No
Date final report sent to Scrutiny Team	11 July 2023	

Education and Local Economy Scrutiny Commission Work Programme – 2023/24

Meeting	Agenda items	Comment
19 July 2023	<p>Community Wealth Building (CWB) in Southwark</p> <p>To evaluate Southwark's strength and weaknesses regarding Community Wealth Building - according to the five pillars:</p> <ul style="list-style-type: none"> • Plural ownership of the economy • Making financial power work for local places • Fair employment and just labour markets • Progressive procurement of goods and services • Socially productive use of land and property 	<p>To receive a report from Southwark's Local Economy team on council's role in Community Wealth Building (CWB). Officers- Nick Wolff, Principal Strategy Officer, Chief Executive's and Danny Edwards, Head of Economy.</p>
	<p>School Amalgamations and Closures in Southwark</p>	<p>To receive feedback/report from Freddy Vanson, District & Branch Joint Secretary, National Education Union (NEU) Southwark Branch, on School Amalgamations and Closures in Southwark especially with regards to redundancies with a focus on disproportionate redundancies and disciplinary amongst Black Asian and Minority Ethnic (BAME) school staff.</p>

Upcoming Meetings	Agenda Items yet to be scheduled	Comment
<p>19 October 2023</p> <p>5 December 2023</p> <p>30 January 2024</p> <p>1 May 2024</p>	<ul style="list-style-type: none"> • Falling school rolls and its experience from interviewing parents, teachers and head teachers • Reviewing Council's Special Educational Needs and Disabilities (SEND) strategy including an update on current delivery of provisions. • Statistics of Secondary Schools provisions of Free School Meals (FSM) • Update on the Inclusion Charter with a focus on schools with exclusions and strategy to bring it down to zero • Southwark Stands Together (SST) role and successes, focusing on benefits to BAME School and staff. • Reviewing the Integrated Care System (ICS) with regards to national/parliamentary concern on fragmentation of NHS • Update on Children's Safeguarding Partnership in Southwark since its evolution and restructuring in 2022-2023 	<p>All Items agenda items to be confirmed</p>

	<ul style="list-style-type: none">• Planning processes and policies for Southwark Businesses to help boost the local economy sector in Southwark.• Community Wealth Building (CWB) focusing on procurement and employment for young people• Regeneration projects within Southwark that have adverse effects on Local Businesses.	
--	---	--

Education and Local Economy Scrutiny Commission

MUNICIPAL YEAR 2023-24

AGENDA DISTRIBUTION LIST (OPEN)

NOTE: Original held by Scrutiny Team; all amendments/queries to Amit Alva Tel: 020 7525 0496

Name	No of copies	Name	No of copies
<p>Electronic Copy</p> <p>Members:</p> <p>Councillor Chloe Tomlinson (Chair) Councillor Rachel Bentley (Vice-Chair) Councillor Jason Ochere Councillor Joseph Vambe Councillor John Batteson Councillor Renata Hamvas Councillor Irina Von Wiese</p> <p>Education Representatives</p> <p>Martin Brecknell Lynette Murphy O'Dwyer</p> <p>Parent Governor Representatives</p> <p>Marcin Jagodzinski Jonathan Clay</p> <p>Reserves Members</p> <p>Councillor Maggie Browning Councillor Bethan Roberts Councillor Laura Johnson Councillor Victoria Mills Councillor Victor Chamberlain Councillor Sunil Chopra Councillor Adam Hood</p>		<p>Joseph Brown – Senior Cabinet Officer</p> <p>Euan Cadzow-Webb - Liberal Democrat Group Office</p> <p>Dated: July 2023</p>	