Hartlepool Education Commission

Report from Meeting held on 5 November 2014

1. Attendance

Present:  Professor Steve Higgins, Durham University
          Gill Alexander, Director, Child & Adult Services
          Rachel Smith, Strategic Commissioner, Child & Adult Services
          Dean Jackson, Assistant Director, Child and Adult Services
          Mark Patton, Senior School Improvement Advisor (Secondary), Child & Adult Services
          Kath Mullen, Senior School Improvement Advisor (Primary), Child & Adult Services
          Judy Thompson, Governor, Owton Manor Primary School
          Julie Thomas, Headteacher, Brougham Primary School
          Councillor Chris Simmons, Chair, Children’s Service Committee
          John Hardy, Headteacher, St John Vianney RC Primary School
          Antony Steinberg, Economic Regeneration Manager, Hartlepool Borough Council
          Patrick Wilson, Employment Development Officer, Hartlepool Borough Council
          Sue Hannan, Employment and Skills Manager, Tees Valley Unlimited
          Anne Malcolm, Headteacher, Manor College of Technology
          Aby Pattison, Hart Biologicals Ltd

Apologies: Denise Ogden, Director, Regeneration & Neighbourhoods
           Darren Hankey, Principal, Hartlepool College of Further Education
           Michael Lee, Headteacher, English Martyrs School and Sixth Form College
           Karl Telfer, Headteacher, Springwell School
           Louise Wallace, Director, Public Health
           Deborah Gibbin, Public Health
           Councillor Marjorie James, representing Children’s Service Committee
           Neil Nottingham, Headteacher, Stranton Academy

2. Report of Meeting Held on 17 July 2014

The report of the previous meeting was accepted by the Commission.

2. Presentations

2.1 Antony Steinberg – Economic Regeneration Manager (HBC)

- Antony gave an overview on his role in Hartlepool Borough Council.
- The Tees Valley Strategic Economic Plan presents proposals to generate growth through transformational change, and has four objectives: support innovation and sector development, develop the workforce, develop and provide infrastructure, attract and retain wealth.
- 25,000 new jobs will be created over the next decade. Skilled workforce – 25% of new jobs will require Level 4 qualification, 33% of new jobs will require Level 3 qualification.
- Hartlepool has a strong economic base in key sectors including advanced manufacturing. Part of the largest clusters of petrochemical companies in the world with the majority of the workforce from Hartlepool and Billingham.
- Hartlepool Power Station is on the shortlist for new build, the current building has a life span of 2019, but this may be extended until 2021.
- The Economic Regeneration Strategy 2011-2021 is currently being refreshed. Looking for a more enterprising, vigorous and diverse local economy that will attract new investment, enable local enterprises and entrepreneurs.
- The Hartlepool Vision was launched this year, blueprint to revitalise the centre of the worn, key areas: Church Street, Hartlepool Waterfront, Port Estate, Queens Meadow, Headland, Town Centre, Seaton Carew and Wynyard.
- American company expressed interest in opening a unit on the port estate. Highlight Retail Park announced multi-million pound investment.
- HMS Trincomalee is now part of NMRN. This will bring big prospects and impact for the region for development and economic growth.
- Three residential sites in Seaton Carew have been sold to Esh Group. Capital receipts being spent on frontage to revitalise Seaton Carew.
- Queens Meadow Enterprise Zone - 10 projects delivered on site, created 120 jobs, £2m investment, and proposed new build of more quality business units. Queens Meadow will be first enterprise zone in Tees Valley enabled with super fast fibre optic broadband.
- Cleveland College of Art and Design awarded £8.3m to build a new campus and transform the Church Street area.
- Huntsman awarded £2.7 million to install state of the art equipment, safeguarding 700 jobs and generating £25m private sector investment, securing over the next 20 years.
- Business grant awarded to seven local businesses, totalling £3.4m, attracting £7.2m private sector investment, creating over 173 new jobs. Cameron’s Brewery opened up bottling plan at dry sales of beer stripping out wet sales. Good investment for the town.
- Over the last four years 985 new businesses have been created in Hartlepool with a start-up rate of 35 per 10,000 adults. Higher than national average. The town has a two year business survival rate of 79.1%, higher than the Tees Valley, North East and GB rates.
- The employment rate has increased 57.3% to 62.3%.
- A lot of work has been undertaken with NEET’s and young people. Unemployment rate reduced from 17% (Sept 12) to 8.7% in Oct 14. Apprenticeships being created. Heritage project looking at repair of historic buildings. Project developed getting young people into the industry, gaining key skills and experience. Youth employment rate has increased from 38.4% in December 2009 to its current level of 46.8%.

The following discussion points were raised:
- Youth unemployment (18-24 year olds) currently 730 people.
- Over last two years 800 young people have been helped into employment through youth investment. Lot of work still to be undertaken with the next cohort of young people. Work experience is critical for youngsters, to show a track record.
- Cllr Simmons noted that the current careers system isn’t working and hasn’t worked for a long time. Need to present career opportunities, make young people aware of what is needed and what skills are needed in the area. Need to open aspirational attitudes to work. Noted the good practice that is undertaken in Hartlepool, region and country, however, a system is needed in schools to keep children’s aspirations on track. Also need the right people to link with schools who can communicate at the right level.
- Tees Valley Unlimited is undertaking a piece of work in relation to destination data for over 18 year olds.
2.2 Sue Hannan – Tees Valley Unlimited

Sue undertook presentation on some of the current work undertaken by Tees Valley Unlimited.

- Leaders, Mayors and Chief Executives are involved, but need to get business involved in the leadership board.
- Remit to drive forward economic growth within the Tees Valley.
  - Mission to create 25,000 new jobs (to match the national employment rate)
  - Meet replacement demand of 120,000 jobs
  - Increasing number of residents achieving NVQ level 3 and NVQ level 4..
  - Predictions of age 65-75 one in four will be working.
- Key objective of skills from TVU is developing the workforce for the Tees Valley. In order to achieve this we need to secure learning and skills provision which will meet the needs of current and future employers.
- Importance of skills.
  - Clear correlation between skills, wage levels and economic propriety
  - Tees valley employers are looking for highly skilled employees
  - Work readiness is just as important as skills
  - Low skill levels restricts opportunities to individual and community levels.
- Key challenges
  - Replacement demand
  - Advancing technologies
  - Business growth
  - Lack of understanding of key employment sectors and opportunities.
  - Need for positive promotion of the area
  - Need to target young people at early enough age to make a difference
  - Need to engage with teachers and parents
  - Need to connect schools with employers
  - Attitudes and behaviours.
- Current activities – TVU skills portal and newsletter.
- A demonstration of the portal and the short videos was given.
- Big Skills Event – 6 November 2014, aimed as aimed at year groups 10 and 11.
- Big bang event – initiative around developing science in schools including competitions and challenge in schools
- Looking at holding Youth Investment celebration
- Next steps
  - Supporting other initiatives eg, tomorrow’s engineers and other partners
  - Tees Valley skills hub – skills compass – linking together activities, eg, Hartlepool youth investment schemes, Darlington ‘foundation for jobs’ etc.
  - Improving communications for young people / parents
  - Opportunities for European funding 2014/20.
  - Opportunities with Youth Employment Initiative, deadline for bids March 2015.

Questions

- GA suggested that agencies should take a joint approach in relation to undertaking events, training, etc, rather than everyone running their own event alongside each other.
- Big Skills Event – GA would be interested to know how many Hartlepool youngsters attended the event, and asked if there was any evaluation of the event. SJ noted that evaluation does take place, but GA would be interested in knowing if there was any evidence based around if attending the event had influenced decisions.
- DJ asked if there were any conferences for young people, where employers offering jobs specific to sectors took place, such as a focus day.
2.3 Presentation – Alby Pattison – Employer and School Partnerships

Alby gave an overview of the background of Hart Biologicals and the range of products.

- Hart Biologicals manufacture and develop a range of biological products that are used in hospital and GP or Pharmacy settings to investigate:
  - The effect of the oral anticoagulant drug, Warfarin, on the blood clotting behaviour, allowing the correct dose to be maintained.
  - The effect of drugs designed to inhibit blood platelet function, such as Aspirin or Clopidogrel. Important for patients undergoing cardiac or carotid stent operations.
  - The diagnosis of diseases and conditions specific to the blood coagulation system by hospital pathology laboratories.
  - The investigation of acute or catastrophic bleeding in trauma or military settings and using the results of blood testing to direct the blood transfusion strategy for maximal effect.
  - Specialise in the development and manufacture of these products from various blood products such as blood plasma, blood platelets, cryoprecipitate as well as using biologically active chemicals. We partner with machine manufacturers around the world.

- How do we currently interact with schools and colleges in and around Hartlepool?
  - Governor links
  - Work experience – project based
  - Site visits – science in action
  - Careers events
  - Offers to become involved in curriculum delivery of certain aspects of science
  - 5 registered STEM Ambassadors
  - Employment of Apprentices
  - Summer employment and experience for local students
  - Links with Universities for ‘Industrial Year’ placements for local students

- What are our recruitment requirements?
  - Mistaken perception that a company like ours needs graduate-only staff.
  - A manufacturing company that undertakes R&D activities tends to have a whole range of skill level requirements. We have recruited:
    - School leavers with limited paper qualifications
    - Apprentices with GCSE’s
    - ‘A’ Level Students
    - University graduates
  - An important consideration to employers, especially a small employer, is the Aptitude and Attitude of young people towards the opportunity.

Our business is unusual, so we recognise the need to train our staff onsite.

- What are the Problems with Recruitment in Science?
  - Careers advice tends to concentrate on the higher profile roles.
  - Not all science careers need a degree.
  - Perceptions!!
    - The number of ‘Forensic Science’ graduates seems to be increasing exponentially – programmes such as CSI have a lot to answer for! Degree subjects such as ‘Biomedical Sciences’ seems to concentrate on careers opportunities in the
hospital pathology field, yet there’s a large, and growing industry like ours – supplying the new test methods in to the laboratory, especially as laboratories are not developing their own tests in-house through increasing automation and laboratory de-skilling!

- How to Maintain Employer – School Partnerships
- Requires commitment from both sides to develop and maintain the relationship.
- Both education establishments and industry are under pressure in their own environment, so an assumption that either side will push to continue the link is highly unlikely.
- Dedicated staff?

Discussion

- Alby noted that he is willing to help schools, but he would need guidance from schools if they are interested, in gauging the teaching at the right level for the youngsters.
- JH noted science is big in the new primary curriculum, something could be linked in with these.
- There is an issue around primary and secondary science and transition. There could be a piece of work if there were some enthusiastic primary teachers, who would work with Hart Biologicals staff – school based and transfer to site. Would need to get the model right. Pilot model could be around industry, develop an enquiry model, visit site, get set a challenge, go back and deliver results.

3. Next Steps

Following evidence heard throughout the commission need to look at and agree the key themes to be included in the proposals. There are four key themes coming out:

- Effective partnerships within and outside the area (eg, business, with third sector, private sector, education centres such Science RESOURCE Centre and Centres of Higher education, etc).
- Effective partnerships with parents and communities – engaging meaningfully with parents on their own terms – (eg parental unease can often be misinterpreted for lack of care / aspirations, etc) develop better ways to translate educational language and identity beyond the school.
- Effective partnerships between professions across schools – CPD programme for teachers to build partnership and expertise in the local area.
  - As group of schools commission CPD (agree short / medium / long term plan and agree how CPD forms the core of recruitment and retention).
  - Think about how to interweave different strands through CPD – eg, transition, assessment cross phase, curriculum cross phase
- Effective partnerships with young people – listening to their voice, engaging them in finding solutions and participating in solving process. Identify the solvables that can be tackled and begin here (focus on these rather than intractable).

Following group work the following points were raised as issues:

- 0-7 early ears – family support workers, health visitors – look to see where funding is available, that would kick start ideas
- Science – model to be devised – cannot be dependant upon Hart Biologicals, but it may be that a resource could be put in place for work undertaken. Model devised will
need to be enquiry driven. Think this will work well in primary, but may not move over to secondary. This will require lot of commitment from secondary science.
- Work required about aspirational youngsters in relation to their progress, future employment, future choices and opportunities.
- Key partnerships with parents, child and school
- Transitions are a continuity of from birth to employment, life long learning. There are specific issues, patterns due to the area and links with employability in the area. This could be a strand of work to be looked at.
- Stem – need to focus on science and link to whole primary / secondary topic
- Language development 0-7 year old.
- There may be some resource in relation to pupil premium for 3 to 4 year olds and the 2 year old provision.
- Link with employment and skills agenda – possible funding in 12 months time.
- Links to teacher recruitment and retention. Provision of CPD for teachers. Need to pull expertise from out of the area and develop a brand for teaching.
- Outstanding teacher sign up to sharing practice (Ofsted)

4. Future Meetings

Draft report will be ready late December early January. Sections will be circulated in draft format for comment.

Education Commission to re-convene early in the new year to look at the report, action points, etc. Need to ensure that if there are any gaps in the plan these are completed before getting everyone to sign up to it.

There will be a launch of the Commission.

A board will continue to meet to discuss governance arrangements, and help problem solve as they arise. Task groups will be co-ordinated for each of the different strands of the Commission.