

REPORT OF THE CHILDREN AND YOUNG PEOPLE'S SCRUTINY COMMISSION		
Hackney a Place for Every Child and Young Person Children and Young People's Scrutiny Commission – 16 th June 2016 Cabinet – 11 th October 2016 Council – 30 th November 2016	Classification Public	Enclosures

1. FOREWORD

Developments over recent years have seen transformational change to Hackney's schools and increased opportunities for many children and young people living in our borough. Hackney's rich and diverse community provides a great environment for children. The ever changing nature of our borough means that it is important that we understand both the challenges faced by children, young people and families and also what more needs to be done to ensure that Hackney is a great place to grow up for all children.

This review was set within the context of the Council's wider review, *Hackney A Place for Everyone*, which sought to understand the impact of changes in Hackney on its residents. We wanted to ensure that the views and interests of children and young people played a full part in this response. The review focused on the topic of opportunity for children and young people in Hackney – in education, in leisure and in the transition between childhood and work. We wanted to understand if there is more that could be done to ensure that all children were able to access the opportunities available in Hackney.

Our review has involved a wide range of services inside and outside of the Council. We have heard about approaches to improving outcomes for young people, the extent to which different community groups take up the opportunities available in Hackney, barriers that might exist, and any ways that their work could be better supported. We have also spoken to young people directly.

This report documents many positives. In particular, levels of educational attainment surpass the national picture in many cases. Projects of the Council and community organisations work to address the lower attainment among some groups.

In relation to vocational opportunity, the Council is brokering work experience opportunities for young people. It has its own apprenticeship programme and works with businesses to secure more placements. We heard the commitment of businesses to help further, albeit within a challenging environment.

The Council and external organisations deliver a wide ranging and exciting offer of cultural and leisure activities, and we heard a mutual commitment to enable young

people from all backgrounds to benefit. We heard positive accounts from young people around what is available.

This said, the work has highlighted to me the need for continued focus on the narrowing of inequality for different children across Hackney. This cuts across the areas of attainment, access to services and support and other outcomes more generally.

We heard that tackling this requires a commitment from the council and partners as a whole – not just children’s services. Our ambition should be to make Hackney the best place for children and young people to grow up. This requires all areas of our work to think about the best interests of our children and young people and assess what more they can do.

I hope that the findings and recommendations here will help with this. I feel that further ensuring that all of our services put the needs and circumstances of children and young people and their families at the centre, can make sure that we are fully responsive.

There is more to be done in collaboration with our partners. This includes working with schools to help tackle some of the cultural family factors which young people themselves identified to us as barriers, and with sports and cultural organisations to better ensure that they are able to reach those who would most benefit.

Asking that regular reports to the Commission have a clear focus on closing gaps will help us monitor our progress in the closing of the gaps which are still in evidence.

I would like to thank all of those who have contributed to this review. This is with particular regard to the children and young people who gave up their time to speak to us.

Hackney has made huge strides in improving the experiences of children and young people. Further work would ensure that it remains and becomes even more of a place for all children and young people.

Cllr Tom Rahilly

Chair, Children and Young People’s Scrutiny Commission

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1. INTRODUCTION

- 1.1. 'Hackney – a place for everyone' is a major engagement programme by the Council which, at the time of writing, is reaching its end. It has involved discussions with residents across the borough around how they feel about the changes in the area over the last five or ten years.
- 1.2. The results of this engagement programme will help shape what the Council will do and how it will work to meet the challenges that it faces.
- 1.3. This Commission focuses on services for young people and issues of relevance to them. Reflecting this, we wanted to further ensure that children and young people were able to fully contribute to the findings of the work. We also wanted to hear from a range of services and organisations around how we might all better ensure that young people from all backgrounds benefit from the changes which we have seen.
- 1.4. Broadly, we conducted a piece of work exploring the opportunities that exist in Hackney for children and young people, the extent to which these are taken up and utilised by different groups, and the views towards them.
- 1.5. To give the review focus, we framed our research and evidence gathering around three thematic areas – educational opportunity, vocational opportunity and cultural opportunity.
- 1.6. For each of these areas, we followed a three pronged approach:
 - Background information was sought from a wide range of Council services. This helped to gain insight into the breadth of the offer that is open to young people in Hackney, the extent to which this is being taken up by different groups, and the varying outcomes which different community groups experience.
 - Discussion sessions within Commission meetings were used to hear from a wide range of external organisations. These involved Headteachers, community groups working specifically to improve educational attainment, business leaders from a range of the larger and growing economic sectors in the borough, and local cultural and sports organisations.



**Cllr Tom Rahilly chairing Vocational
Opportunity discussion with business**

This allowed the Commission to hear directly about work to better enable participation by all community groups. We also heard about the challenges

that external partners feel can impact upon the engagement of some young people, and about ways that the Council might be able to better support them.

- Finally and most importantly, we heard from young people directly in settings around the borough. With each session led by different Members of the Commission, we have heard a range of views which drive the findings of this report.
- 1.7. We make seven recommendations for change which we detail below. Responses to these will be sought from relevant Cabinet Members.
 - 1.8. In addition, we hope that our report and the evidence upon which it is based can be used as a reference document to be considered within the Council's overall response to the findings that it has gathered during the Hackney – a Place for Everyone exercise. This will help further ensure that the views and interests of children and young people continue to put at the centre of the organisation's approach as we move forward.

2. RECOMMENDATIONS

2.1. The Commission makes the following recommendations, the findings for which are presented in Section 6 of the report:

Recommendation 1 – Placing children and young people at the centre of our vision for Hackney a Place for Everyone

1A - Suggested lead –Mayor

The Commission heard evidence about the importance of wider areas of Council policies and the borough's development to the opportunity available to children and young people in Hackney. The Commission heard evidence about the particular importance of the Council's vision for housing.

We recommend that in developing the response to Hackney a Place for Everyone, the Council should place the lives of children, young people and their families at the heart of our vision for the borough. Our success should be measured by our ability to provide equal opportunities for all children in Hackney. Our strategy should recognise the importance of a wide range of service areas to achieving this vision and their contribution to it should be a measure of our success. We recommend that the Council investigate the approaches being piloted by some other authorities, such as "*Child Friendly Leeds*" and identify lessons for Hackney.

As part of its overall programme of work, we recommend that the Council develops strategies that are focused on narrowing the education, health, vocational and cultural opportunities experiences by different groups of children and young people in Hackney. Alongside the current work taking place to identify how the attainment of black boys in Hackney can be improved, we recommend that resources are dedicated to developing a strategy for improving the attainment of Turkish, Cypriot and Kurdish children in Hackney.

We ask that an update on progress is presented to the Commission on 5th April 2017.

1B – Suggested Lead - Cabinet Member for Children's Services

We also recommend that success in narrowing the gaps in attainment between different groups of children and young people is reported to the Commission on an annual basis. This should be via the Annual Update on Achievement of Students at Key Stage 2 and 4 item that the Commission receives. This item should be revised to include breakdowns of attainment by different groups in Hackney – by ethnicity, gender, Pupil Premium / non Pupil Premium eligibility. This item should also be expanded to include attainment data (by different groups) at the Early Years Foundation Stage.

We ask that this item is submitted to the Commission meeting of 5th April 2017.

Recommendation 2 – Integration of Youth Support in Schools

Suggested Lead - Cabinet Member for Children's Services

Recommendation 2A - The Commission heard evidence about the importance of effective extra-curricular and pastoral support to ensuring that all children and young people are able to benefit from the positive educational offer provided in Hackney. The Commission heard about positive examples from the voluntary sector as well as how some schools were supported through the integration of Young Hackney services within schools.

We recommend that the Council investigates how it can further support models like the integration of Young Hackney with school provision, along with other provision including that commissioned by a school. In doing so the Council should aim to ensure that those groups of children and young people who are currently reaching lower levels of achievement than their peers - including children of African and Caribbean and Turkish, Cypriot and Kurdish heritage – are effectively supported to improve their education.

We ask that an update on progress is presented to the Commission on 5th April 2017.

Recommendation 2B - The Commission would welcome regular reports on the use of Young Hackney and other services to support the engagement of all children and young people in education in Hackney and its effectiveness in closing the gaps between the attainment levels of different groups of children and young people. To enable this, we ask that the Young Hackney section of the Children's Social Care Bi-annual report gives more detail of the extent of their work with education providers to help drive up engagement and to address attainment gaps.

We ask that this is in place in time to be reflected within the second report of 2016/17.

Recommendation 3 - Exploring the extent to which locations of children's schools and support networks could be taken into account within housing allocations processes.

Suggested Lead - Cabinet Member for Housing

The Commission has heard accounts of the effect of children living significant distances from school and how it can be a source of disadvantage. The impact on pupils who find themselves needing to move further away from schools at which they are settled was said to be severe. In addition pupils and their parents who needed to travel further to school were less likely to be able to involve themselves with extra-curricular opportunities.

As noted elsewhere in the work of Hackney a Place for Everyone, the provision of housing in Hackney has a significant impact on these problems. High levels of housing need and central Government changes are likely to be increasing the numbers of cases where children find themselves needing to move further from schools at which they are settled.

The Commission would welcome further information about the assessments carried out when the Council is providing temporary housing or re-housing a family and the extent to which they detail the circumstances and needs of children and young people in the family, including in relation to their education and ability to remain at a particular school. We would also welcome further information about whether a

change in housing circumstances, where the Council is involved, triggers any wider assessment or offer of support to the family.

We request that this information is made available in the response to this report.

Recommendation 4 – Information sharing between Council Services and the Hackney Learning Trust, and Schools.

Suggested Lead - Cabinet Member for Children’s Services

The Commission heard evidence about the importance of wider support – including support from Children’s Services and Housing – in supporting the education and wider opportunities of children and young people in Hackney. Effective sharing of information and joint planning based around a child and their family’s needs can help support a child or young person. The Commission heard of examples such as the Social Work in Schools pilot, which was helping to improve this joint working. However, the Commission also heard of examples where a lack of information sharing was still preventing effective, joined up support for a child and their family.

We recommend that the Council investigates whether information held across its services can be better used to identify children, young people and parents who are likely to need additional support and how, in partnership with schools, this information can be used to trigger specific support for children, young people and their families. The Commission heard evidence about the particular impact of housing on opportunities for children and young people and requests that information from the Council’s housing services are particularly considered as part of this. We request that options for improving information sharing and support are presented to the Commission.

We ask that options are presented to the Commission meeting of 5th April 2017.

Recommendation 5 – Supporting parental engagement in children and young people’s education. Formation of a working group to better help enable and support parents to fully engage with schools

Suggested Lead - Cabinet Member for Children’s Services

The Commission heard about the importance of parental engagement in their children’s education. Positive engagement with a school’s work was seen as an important factor in continuing to improve attainment for children and young people.

However, the Commission heard that for some parents this engagement remains a challenge. There was sometimes a lack of understanding among parents around the priority that needed to be given to education. Some children and young people were less likely to be able to follow subjects that they most wanted to as their parents sometimes felt that they offered little in the way of future prospects.

In discussions with Turkish and Kurdish young people the Commission heard that this group felt that challenges with language and particular cultural factors can, in some cases, disadvantage young people from these communities.

We recommend that the Council investigates how it can work with schools to better

support parental engagement in children and young people's education. We recommend that the Council forms a working group with Turkish and Kurdish parents to investigate whether there are particular programmes or initiatives that will help support parents from these communities to engage with their children's education.

We ask that a progress update is given to the Commission of 5th April 2017.

Recommendation 6 – Ensuring that all children benefit from work placement activity to support the transition from school

Suggested Lead - Cabinet Member for Children's Services and Cabinet Member for Regeneration

The Commission heard about some positive experiences of work placement and preparation for employment. However, it also heard how this experience is variable and depends to a large extent on personal connections. It is therefore questionable as to whether the support is always being directed at the children and young people in need of greatest support.

Recommendation 6A - Cabinet Member for Children's Services. The Commission recommends that the Hackney Learning Trust works with secondary schools to improve the consistency of the work experience offer provided to children across Hackney; this was found to vary significantly by school. Support should be tailored to each child – enabling a range of activity from access to university to support for the transition in to work. The Commission recommends that help should be focused on those children and groups who are at greatest risk of being NEET and least likely to receive support from elsewhere.

On this point, we understand that the London Borough of Newham have introduced a model in which the local authority itself plays a greater role in brokering work experience placements for children in Years 10 and 11. We welcome and celebrate the role of our Council in delivering opportunities through its Hackney 100 Programme. However, we have heard from young people that the extent to which they have been aided within their school to access good quality placements might vary. In addition, we have heard that pupils without access to particular networks can fare worse in their securing of quality work experience.

We ask that the Hackney Learning Trust explores whether a similar model to that in Newham could be employed by Hackney.

We ask that a progress update is given to the Commission of 5th April 2017.

Recommendation 6B - Cabinet Member for Regeneration. The Council should work to increase the number and quality of offers it makes through its apprenticeship scheme both directly and by facilitating links to partners across Hackney. The Council should consider how it can use its regeneration and economic development programme to further develop support for children and young people including quality work placements. The Council should assess how it can increase the proportion of Hackney 100 placements that are awarded to children who are eligible for free school meals.

We ask that a progress update is given to the Commission of 5th April 2017.

Recommendation 7 - Exploring potential for helping external organisations with targeting of free offers

Suggested Lead – Cabinet Member for Health, Social Care, and Culture

The Commission heard from a range of organisations about the offering of cultural opportunities to children and young people across Hackney. They felt that the Council could play a greater role in helping organisations identify children and young people who required support and financial aid to access the cultural offer. This would enable organisations to better target the use of their resources. The Commission heard representations that data and information held by the Council could help with this task.

In response to a recommendation from the Living in Hackney Scrutiny Commission, the Cultural Development Team of the Council are arranging a forum for cultural organisations.

This is being designed as an opportunity for cultural organisations based in the borough and potential partners (including housing providers and representatives from Tenant Resident Associations) to come together share best practice and to broker partnerships.

We recommend that, as part of this, the Council identifies how it can use the information it holds to improve targeting of the cultural offers made to children and young people across Hackney and any financial assistance that is available.

We also recommend that Hackney Youth Parliament and the Council's Regeneration Delivery Team are included in this forum. Inclusion of the Regeneration Team would enable the sharing of advice on how organisations might develop their relationships with businesses and on any support that they are able to offer. We hope that this could help deliver more sponsorship activity.

We would hope that the work above might help inform the content of a new Cultural Strategy for the borough (acting as a refresh of the [Creative Hackney - cultural policy framework](#) published in 2010). This refresh would build further on the policy framework themes of the Council acting as a facilitator and enabler for the cultural sector. It would set out a defined approach around how we and other service providers can help the sector target any free or subsidised offers effectively, and to build relationships with a wider range businesses in the borough.

We suggest that the Group Director, Neighbourhoods and Housing takes overall oversight of this recommendation.

However, implementing this strategy effectively would require input and buy-in from a range of Council and non-Council functions, wider than those based within the Cultural Development Team. As such it is likely to need a cross-directorate approach, drawing on research and insight from the Chief Executive's directly-managed area of the Council in addition to input from a number of areas (Public Realm, Regeneration, Housing) within the newly formed Neighbourhoods and Housing Directorate.

We ask that a progress update is given to the Commission of 5th April 2017.

3. FINANCIAL COMMENTS

- 3.1 The recommendations in this report do not have any direct financial cost although they may require some re-prioritisation of resource.
- 3.2 Overall it is expected that the strategic development, reporting and information sharing initiatives contained within the recommendations would be met from existing budgets.

4. LEGAL COMMENTS

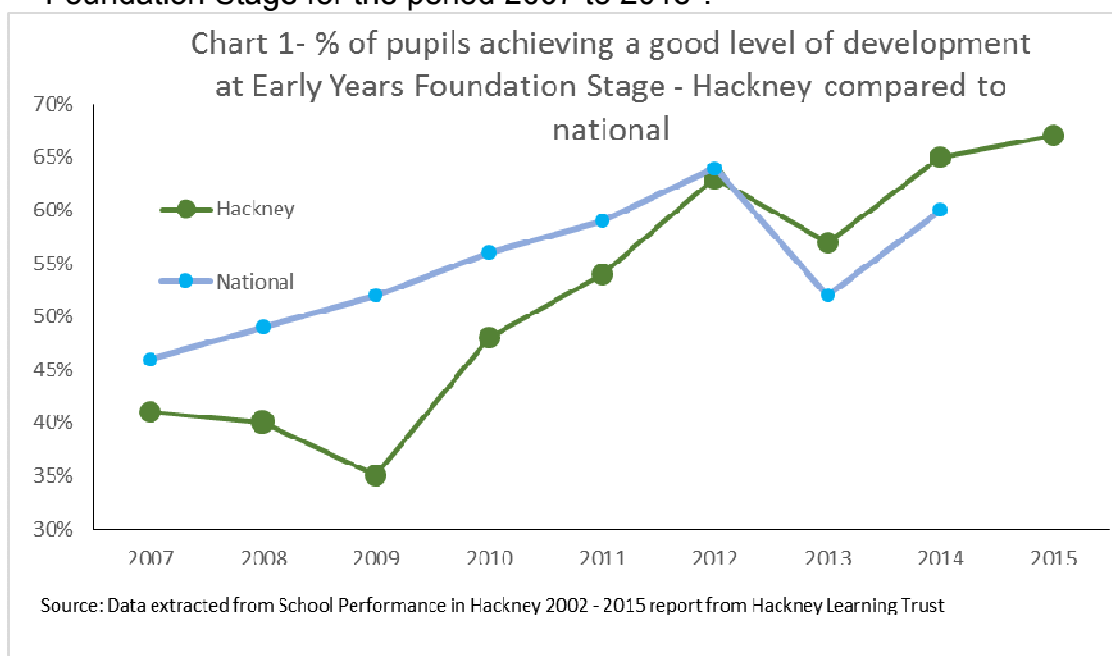
- 4.1 The recommendations of the Committee are noted. Consideration must be given to the Councils statutory responsibility for Children and Young people. The recommendations do not infer any further statutory responsibilities, however, with forthcoming changes in Housing (Housing Bill 2016) and Education (Education and Adoption act 2016) legislation the areas discussed in this report are current and should be at the forefront of the relevant departments in the Council when forward planning.

5. FINDINGS SECTION A – EDUCATIONAL OPPORTUNITY

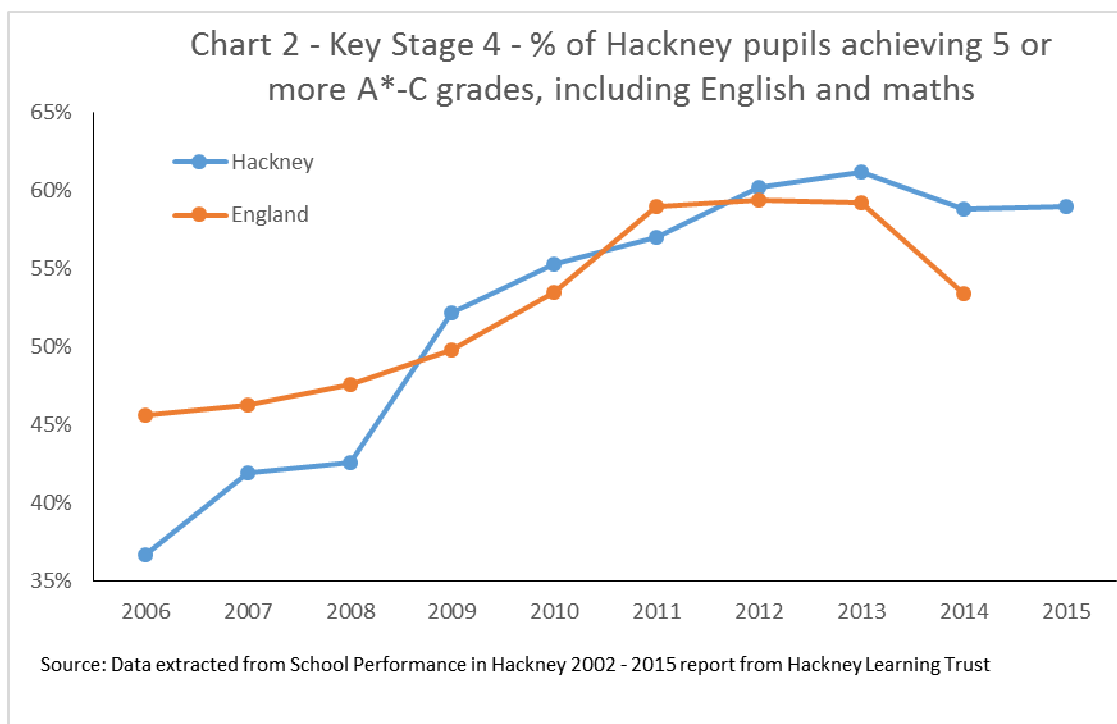
A journey of sustained and significant improvement

5.1.1 Investigation for this review highlighted the improvements that children, young people and families have seen in education in Hackney from the early years through children’s time at school. The data shows strong improvements across all Key Stage assessments in primary school - Early Years Foundation Stage, Key Stage 1 and Key Stage 2, and at Key Stage 4 in secondary school (GCSE). The Commission recognises that these improvements have provided significant benefits to children and young people in Hackney.

5.1.2 As an example of this progress, Chart 1 shows the proportions of pupils who were categorised as achieving a good level of development at Early Years Foundation Stage for the period 2007 to 2015¹.



¹ 2015 national figures are not given due to them being unavailable at the time of publication.



5.1.3 Chart 2 shows the proportions of pupils attaining 5 or more GCSE grades of A* - C including in Maths and English, between the point of the measure being introduced in 2006 and 2014.

5.1.4 Across the different key stages we see a picture of accelerated improvement in Hackney compared to that seen nationally.

Educational Opportunity– Gaps in Attainment for Some Groups

5.2.1 The significant progress made in improving education in Hackney should be celebrated. As a result, education in Hackney provides significant opportunities to many children and young people across the borough.

5.2.2 However, the Commission also found that there remains further progress to be made to ensure that all children benefit from these gains.

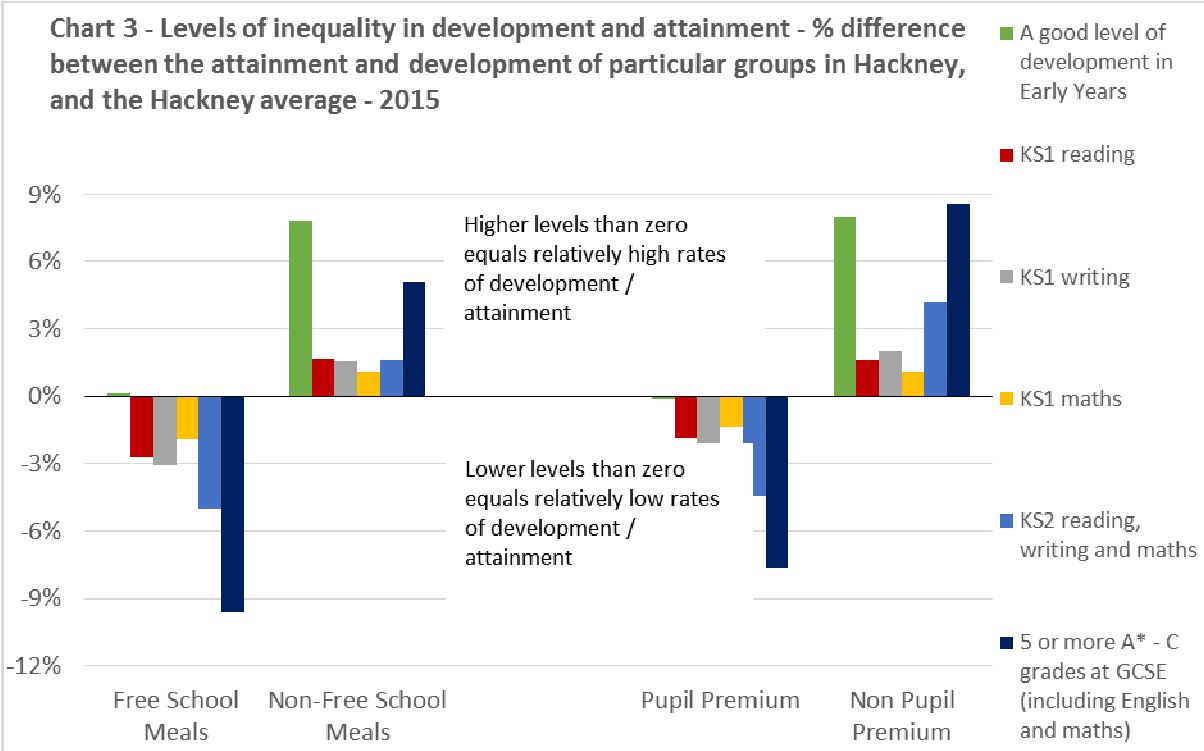
5.2.3 Evidence presented to the Commission highlighted varying levels of development and attainment between different groups of children and young people in Hackney. Data shows (in general) continuing gaps in attainment between those receiving Free School Meals and those not, between those for whom English is not a first language and for those who it is, and between different ethnic groups. On the latter, pupils from Caribbean and Turkish, Cypriot and Kurdish see particularly pronounced levels of inequality.

5.2.4 A summary of the information presented to the Commission's investigation is presented in charts 3, 4 and 5. The charts show the difference in attainment between different groups of children and young people in Hackney and the average across Hackney.

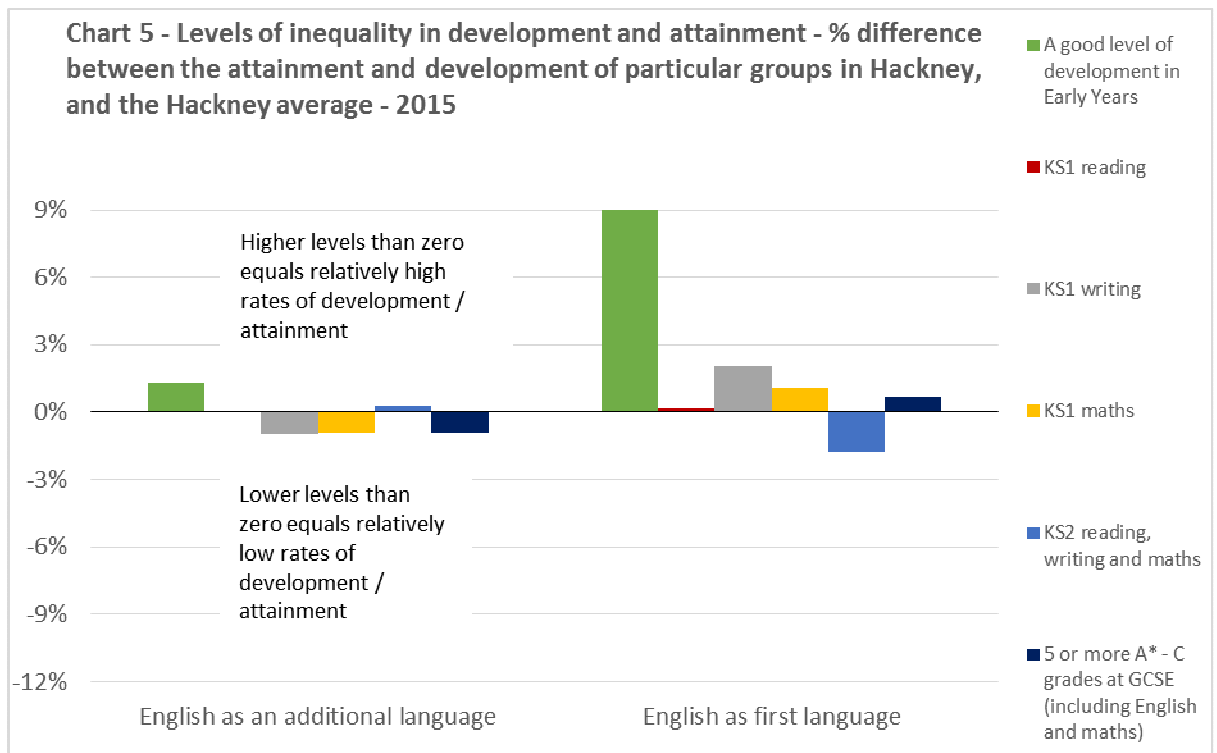
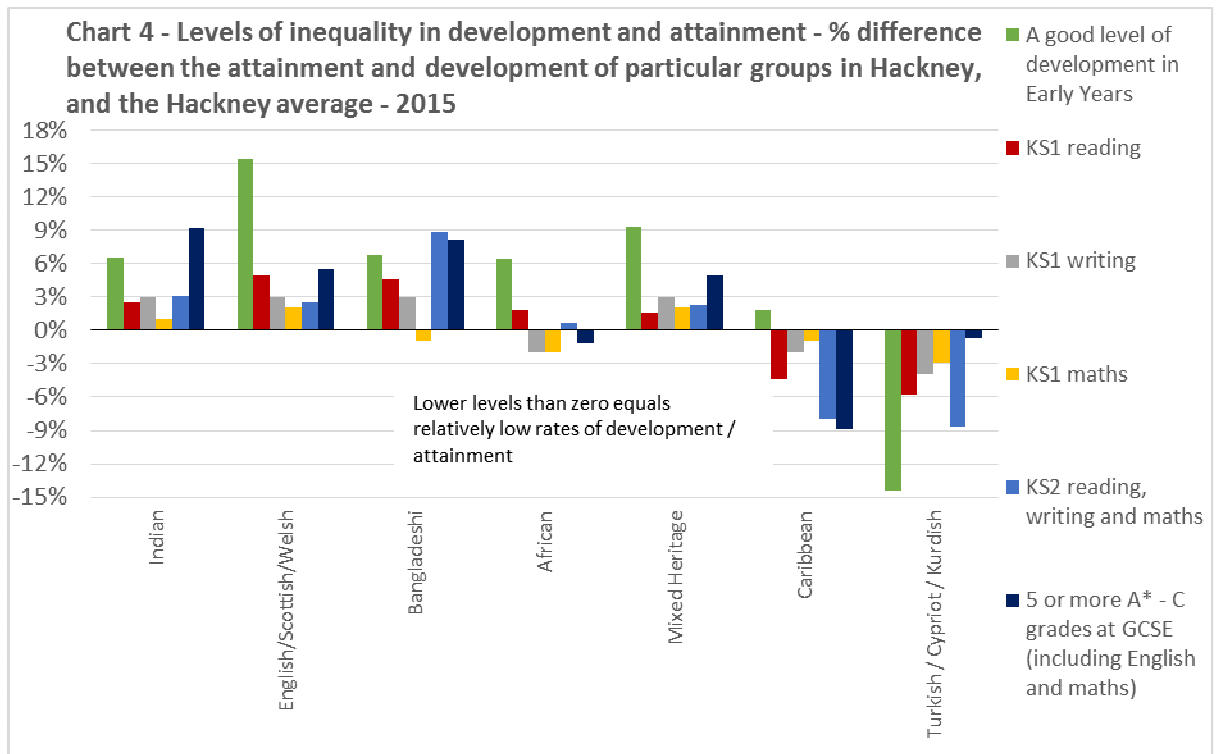
5.2.5 Chart 3 shows that pupils eligible for free school meals and Pupil Premium grant awards achieved below average outcomes throughout the Early Years and Key Stages in 2015.

5.2.6 Chart 4 shows relatively high attainment among pupils of Indian, Mixed Heritage, and English, Scottish or Welsh heritage in all the stages for which data is presented for. By contrast, attainment of pupils from Caribbean backgrounds is below average at all stages except Early Years Foundation Stage. Children and young people from Turkish, Cypriot and Kurdish backgrounds attain lower than average across all Key Stages.

5.2.7 Chart 5 indicates that for those pupils for whom English was not a first language, attainment was generally lower compared to average levels and those that were achieved by pupils for whom English was a first language².



² NB some Private, Voluntary and Independent schools do not report outcomes by some characteristics (including language). These pupils are therefore not considered within either group on the chart, but do contribute towards the overall average figures which the chart calculates figures from.



Additional provision to boost academic attainment among children and young people

5.3.1 As part of this review, the Commission set out to explore interventions to boost educational attainment. We heard of a range of programmes aimed at improving the attainment of groups of children who were under achieving compared to others. Some of these are specifically targeted on pupils from the Caribbean, and Turkish, Cypriot and Kurdish heritage groups. Evaluations of

some of these programmes have shown positive outcomes. They have often seen the progress of participating pupils accelerate, and the gaps in attainment between themselves and pupils in general narrow or close. Examples of these support programmes are provided below.

The Commission heard evidence of reading Interventions for Turkish, Kurdish and Turkish Cypriot children at Year 2 (age 6 – 7, Key Stage 1) that have coincided with improved outcomes for this group in both reading and writing, and a narrowing of the gap in attainment when compared to their peers.

A maths project which was similarly targeted (at pupils who at the start of Year 3 who were working at Level 2c or below) achieved an outcome of 76% attaining Level 2a in Maths at the end of the 10 week programme. Just over three quarters also made the progress during this 10 weeks which would usually be expected within a 4 term period.

Black Caribbean Achievement Programme which encompassed a number of projects to help improve outcomes for Caribbean heritage pupils at Key Stage 2; in particular at Maths. This has involved additional support for Year 6 pupils in Maths classes, through small group work outside of classes focused on Maths, and a club in which pupils compete against each other on Nintendo software designed to help improve recall of number facts and mental arithmetic.

Evaluation of this programme for 2013/14 showed that it helped to secure good outcomes at Key Stage 2; pupils at the start of the year were at risk of not achieving Level 4 in Maths. At year end and following the programme, 93% met this standard or higher. This result meant that higher shares of Caribbean pupils supported by the programme achieved Level 4 in Maths than the rate for all Hackney pupils (86%). The programme (although focused on Maths) also appears to have helped participating pupils close the gap between their rates of achieving Level 4 or above in Reading, Writing and Maths combined, and that of Hackney pupils generally.

A particularly successful element of the extra-curricular of the Primary Schools had been a Breakfast Club. Over half of the pupils attended this club, which gave them access to a nutritious meal which was conducive to learning during the school day to come and which they may often have otherwise not received. This, in addition to the provision of booster sessions and one to one tuition where it was needed, had better helped the schools to progress in their wider role of improving and building self-esteem and capacity for learning for pupils aged 3 to 11.

- 5.3.2 The Commission heard that at Secondary level, funding for school interventions delivered by the Hackney Learning Trust was now focused on supporting Year 8 Caribbean heritage students. Funding was previously centred on Caribbean and Turkish, Cypriot and Kurdish heritage pupils, at Year 11. The Hackney Learning Trust explained this shift as being due to the performance of students from the latter group increasingly significantly over recent years, and schools now having comprehensive intervention/support programmes for Year 11 students.

- 5.3.3 Schools reported that they were able to access a range of extra-curricular provision, including that delivered by a school, which aimed to boost educational attainment. Schools providing evidence to the review felt that these offers were key to the schools achieving their aims around helping pupils to progress. The extra-curricular offer at the school included sports clubs, debating societies and opportunities for studying additional languages. Schools also reported extra support for pupils falling behind others.
- 5.3.4 In addition to school provision, the Commission heard examples of the important support provided by Young Hackney and other voluntary sector organisations. Young Hackney described the range of services and facilities available to young people in the borough. These included youth clubs, adventure playgrounds, trips, and opportunities for engagement through Hackney Youth Parliament. Young Hackney described how these universally offered services were then used to help identify where more targeted and intensive offers of support were needed.
- 5.3.5 The Review heard from two voluntary sector providers - the African Community School and Hackney Pirates - who, through the delivery of extra-curricular activities, worked to improve educational attainment among young people. Both delivered targeted interventions; at families on low incomes and at young people who had been identified as requiring additional support.
- 5.3.6 The African Community School was formed in 2000 and works to provide a safe environment in which young people from low income backgrounds (among all community groups) could be helped to improve their educational attainment. Their work has a central focus on developing and empowering parents; parenting classes helped to increase awareness of duties and address any lack of prioritising education. Parents were also able to complete a number of courses and gain a range of qualifications. This would better enable parents to reinforce the lessons of the school at home, to raise outcomes for their children with guidance and to create a home environment more conducive to learning.
- 5.3.7 Hackney Pirates work exclusively with children who teachers and social workers have identified as needing extra support because they are falling behind at school. Through a range of projects and activities they help young people to develop their literacy, confidence and perseverance, so that they achieve both in school and in the world beyond. Since its establishment in 2010, the organisation has delivered over 15,000 hours of one-to-one attention to 250 young people. In terms of impact, 86% of teachers think that coming to Hackney Pirates is having a positive impact on their students, and 100% rate the service as 'excellent'. 93% of young people say that Hackney Pirates helps them in school. 100% of parents feel that their children's involvement with the organisation in aiding their literacy and confidence.
- 5.3.8 The work of this review does not do justice to the wide ranging work of the African School or Hackney Pirates, nor that of the raft of other bodies in the borough whose work will involve enabling higher educational attainment among young people. However, it was clear from the representations received

that there is a wide range of valuable work taking place across the borough which is seeking to support the educational attainment of Hackney's children and young people.

Usage of extra-curricular opportunities compared of some groups compared to others.

- 5.4.1 Earlier sections of this report show that, despite a journey of overall improvement in educational attainment, particular groups of young people in the borough lag behind others. Those eligible for Pupil Premium, those for whom English is not a first language, and children of certain ethnicities, are generally more likely to see lower attainment than those from other groups.
- 5.4.2 We have heard that in response to this, the Hackney Learning Trust has arranged, funded or delivered a range of interventions aimed at improving attainment among some of these specific groups of young people. Schools giving evidence to this review said that additional teaching support was targeted at those pupils who needed it. They felt an important improvement to have been made around extra support being better targeted and directed to those pupils who were falling behind.
- 5.4.3 However, the Commission also heard from children and young people who suggest there to be some issues around some groups not benefitting from opportunities as much as others. The Learning Trust advised the Commission that underachievement among some community groups was in some cases matched by under engagement in wider opportunities within the community and anecdotal evidence from Headteachers participating in this review indicated that take up of voluntary extra-curricular opportunities did sometimes differ according to the background of the child or young person.
- 5.4.4 When describing the reasons behind any lower engagement in extra-curricular engagement among some groups, discussions were heavily focused on housing and geographical factors.
- 5.4.5 Headteachers giving evidence to the Commission were in agreement that the effects on pupils of living significant distances from school were detrimental and a source of disadvantage. Long journeys between home and school were not conducive to effective learning, and these pupils also often had higher than average rates of absenteeism. Of particular significance to the element of the questions of this review, a Headteacher confirmed that pupils and their parents who needed to travel further were less likely to be able to involve themselves with additional opportunities.
- 5.4.6 The negative effects upon educational experience of living some way from school exacerbate Members' concerns around the increasing scarcity of genuinely affordable housing in the borough, combined (and linked) with Central Government changes around welfare. These issues are likely to be having an increased impact on children and young people, by them finding themselves needing to move further away from the school which they currently attended.

5.4.7 The Commission also heard accounts that the instability of some young people's housing situation can also negatively impact on the ability of schools to provide the support which pupils might need. Head teachers described how schools now have less confidence in its records of pupils' addresses and the contact details that they had for them. The Hackney Learning Trust shared this concern and said that it could make it difficult to work with young people who had stopped engaging in education. While Government guidance was clear that local authorities should try to track and support those leaving, and that they would be judged against their successes in doing, this was made harder in some situations where families had changed address.

Young people's views towards extra-curricular opportunities and barriers to engagement

5.5.1 Discussions with children and young people gathered for this report, whilst not providing a comprehensive picture of the experiences of all children and young people in Hackney, have helped provide a series of snapshots of the experiences of different children and young people. They demonstrate a number of examples of additional support taken up by children and young people, but also demonstrate the variable nature of this experience.



Cllr Ozsen leads a discussion with Turkish and Kurdish young people

5.5.2 For example, a Member of Access to Sport said that his secondary school had run a compulsory enrichment programme. There was choice for pupils around the activities to participate in, which included sport as well as top up tuition in academic subjects. A teacher had persuaded him that he would benefit from additional English tuition. This extra study helped him to achieve a GCSE grade which he felt that he would not have achieved otherwise.

5.5.3 By contrast, discussions with Members of Hackney Quest indicated that many young people had little knowledge of or interest in extra-curricular activities' available in Hackney.

5.5.4 The Commission was able to gather particularly useful information about the barriers that some Turkish and Kurdish young people face. Discussions with young people indicated that parental language and cultural factors can affect the way in which young people are able to engage with opportunities across Hackney. A number of factors were identified:

- **Some parents are not able to engage with and support their children's education as effectively as others**

5.5.5 Young people reported that language barriers can prevent parents from being made aware of issues with their child's behaviour or attainment or opportunities for children and young people.

"Parents do not always know what is happening with their children at school. I was doing well, but even if I wasn't I could have made my parents think that I was"

- **Increasing value was being applied to education by parents, but there was sometimes a lack of awareness around the focus on education which was needed in order to succeed**

5.5.6 Young people reported that increasing numbers of parents saw education as important, and encouraged participation and achievement in their children. Many had aspirations of their children becoming doctors or lawyers. However, some said that they still felt this was limited and there was still greater room for more parents to be persuaded of the benefits of education. ,

5.5.7 A number of participants in the discussions said that parents from other cultures sometimes viewed particular subjects as offering little for the future prospects of their children. One said that in some other countries where parents may have moved recently from, some subjects were given less value than they might be here. This could sometimes impact on pupils being able to follow the pathways towards meeting their ambitions.

"Some young people have a lot of demands on their time from home – housework, cleaning and helping in family businesses."

Ways of promoting engagement of all groups and addressing disadvantage

5.6.1 **General enabling of opportunities – Schools at the centre.** As mentioned earlier, Headteachers giving evidence to the review pointed out how schools were a conduit for delivering an increasingly wide range of initiatives. Other evidence collected by the review has also portrayed how schools are at the centre of the enabling of opportunities, both those in the school and those in the wider community.

5.6.2 Organisations like Hackney Pirates report that going through schools was one of the most effective ways of reaching the young people who could benefit from their interventions. As such, they said that schools were under considerable pressure; in addition to their teaching responsibilities they needed to maintain relationships with a wide range of organisations if they were to enable their pupils to take advantage of opportunities in the wider community.

5.6.3 In addition to maintaining these relationships, the work involved for schools in working to encourage all community groups to participate in opportunities,

appeared to be substantial. Headteachers reported that key to encouraging participation was the building and maintaining of relationships between staff in the school and the pupils and their parents where they were not engaged. These school staff needed to actively reach out to under-engaged groups to encourage participation. Lighter touch outreach – leaflets left in community centres or school receptions – was not as affective.

- 5.6.4 When exploring any ways that the Council and its partners can help schools with this important work, we were pleased to hear that Young Hackney saw one of their roles as acting as the glue to join together the range of services and agencies delivering programmes for young people. We were also pleased that Headteachers giving evidence to the review were positive about the relationships that their schools had with Young Hackney. There was agreement at the meeting between the Headteachers and the Head of Young Hackney that it was important that Young Hackney built very close links with schools, and that this was more successful where there was a dedicated Young Hackney workers attributed to a school.

Recommendation 2 – Integration of Youth Support in Schools

Suggested Lead - Cabinet Member for Children’s Services

Recommendation 2A - The Commission heard evidence about the importance of effective extra-curricular and pastoral support to ensuring that all children and young people are able to benefit from the positive educational offer provided in Hackney. The Commission heard about positive examples from the voluntary sector as well as how some schools were supported through the integration of Young Hackney services within schools.

We recommend that the Council investigates how it can further support models like the integration of Young Hackney with school provision, along with other provision including that commissioned by a school. In doing so the Council should aim to ensure that those groups of children and young people who are currently reaching lower levels of achievement than their peers - including children of African and Caribbean and Turkish, Cypriot and Kurdish heritage – are effectively supported to improve their education.

We ask that an update on progress is presented to the Commission on 5th April 2017.

Recommendation 2B - The Commission would welcome regular reports on the use of Young Hackney and other services to support the engagement of all children and young people in education in Hackney and its effectiveness in closing the gaps between the attainment levels of different groups of children and young people. To enable this, we ask that the Young Hackney section of the Children’s Social Care Bi-annual report gives more detail of the extent of their work with education providers to help drive up engagement and to address attainment gaps.

We ask that this is in place in time to be reflected within the second report of 2016/17.

5.6.5 **Housing – exploring room for closer links and information sharing between Education and Housing services.** Members are keen that any practical actions that the Council and its partners may be able to take to help reduce the instances of families with children settled at local schools being rehoused by the local authority considerable distances away, are explored.

5.6.6 The Council's Director of Education said that the Learning Trust would welcome working with Housing areas of the Council if an outcome of this could be that children's school locations were taken into full account when housing decisions were made.

Recommendation 3 - Exploring the extent to which locations of children's schools and support networks could be taken into account within housing allocations processes.

Suggested Lead - Cabinet Member for Housing

The Commission has heard accounts of the effect of children living significant distances from school and how it can be a source of disadvantage. The impact on pupils who find themselves needing to move further away from schools at which they are settled was said to be severe. In addition pupils and their parents who needed to travel further to school were less likely to be able to involve themselves with extra-curricular opportunities.

As noted elsewhere in the work of Hackney a Place for Everyone, the provision of housing in Hackney has a significant impact on these problems. High levels of housing need and central Government changes are likely to be increasing the numbers of cases where children find themselves needing to move further from schools at which they are settled.

The Commission would welcome further information about the assessments carried out when the Council is providing temporary housing or re-housing a family and the extent to which they detail the circumstances and needs of children and young people in the family, including in relation to their education and ability to remain at a particular school. We would also welcome further information about whether a change in housing circumstances, where the Council is involved, triggers any wider assessment or offer of support to the family.

We request that this information is made available in the response to this report.

5.6.7 Members also want to investigate whether better information sharing between relevant Council services (Housing Needs in particular) and schools could help teachers to become aware of more of the cases where pupils had been subject to moves in order that they could better support them, and to be able to make contact with children who had stopped attending school, but where the School was not aware of their new address.

5.6.8 The Commission notes that it could be inappropriate to share information of family moving house between the Council and a school. The Commission has some sympathy for this view. However, with the Council and Schools committed to tracking and supporting those young people who have stopped engaging with

education, we think that Schools having the capacity to check whether the Council have current contact information for those who have stopped engaging, could be a beneficial tool to aid these efforts. If this capacity already exists, then we think it should be communicated to Headteachers, who from the evidence collected appear may be unaware.

Recommendation 4 – Information sharing between Council Services and the Hackney Learning Trust, and Schools.

Suggested Lead - Cabinet Member for Children’s Services

The Commission heard evidence about the importance of wider support – including support from Children’s Services and Housing – in supporting the education and wider opportunities of children and young people in Hackney. Effective sharing of information and joint planning based around a child and their family’s needs can help support a child or young person. The Commission heard of examples such as the Social Work in Schools pilot, which was helping to improve this joint working. However, the Commission also heard of examples where a lack of information sharing was still preventing effective, joined up support for a child and their family.

We recommend that the Council investigates whether information held across its services can be better used to identify children, young people and parents who are likely to need additional support and how, in partnership with schools, this information can be used to trigger specific support for children, young people and their families. The Commission heard evidence about the particular impact of housing on opportunities for children and young people and requests that information from the Council’s housing services are particularly considered as part of this. We request that options for improving information sharing and support are presented to the Commission.

We ask that options are presented to the Commission meeting of 5th April 2017.

5.6.9 Addressing barriers to engagement among Turkish and Kurdish parents.
During the discussions with young Turkish and Kurdish young people, a common view was expressed that schools needed to engage parents more.

5.6.10 We suggest that the discussions with Turkish and Kurdish young people prompts the formation of a working group by the Hackney Learning Trust aiming to help enable and support parents to fully engage with schools. We would suggest that the Hackney Learning Trust seeks the involvement of Annie Gammon, Headteacher of Stoke Newington School and Sixth Form, Yuksel Karaagac, a Governor from the School, and Cllr M Can Ozsen who led on the discussions with Turkish and Kurdish young people within this review.

5.6.11 We hope that this working group can work together to review any current programmes for parental engagement and to identify, test and then promote new initiatives which are found to be effective.

Recommendation 5 – Supporting parental engagement in children and young people’s education. Formation of a working group to better help enable and support parents to fully engage with schools

Suggested Lead - Cabinet Member for Children's Services

The Commission heard about the importance of parental engagement in their children's education. Positive engagement with a school's work was seen as an important factor in continuing to improve attainment for children and young people.

However, the Commission heard that for some parents this engagement remains a challenge. There was sometimes a lack of understanding among parents around the priority that needed to be given to education. Some children and young people were less likely to be able to follow subjects that they most wanted to as their parents sometimes felt that they offered little in the way of future prospects.

In discussions with Turkish and Kurdish young people the Commission heard that this group felt that challenges with language and particular cultural factors can, in some cases, disadvantage young people from these communities.

We recommend that the Council investigates how it can work with schools to better support parental engagement in children and young people's education. We recommend that the Council forms a working group with Turkish and Kurdish parents to investigate whether there are particular programmes or initiatives that will help support parents from these communities to engage with their children's education.

We ask that a progress update is given to the Commission of 5th April 2017.

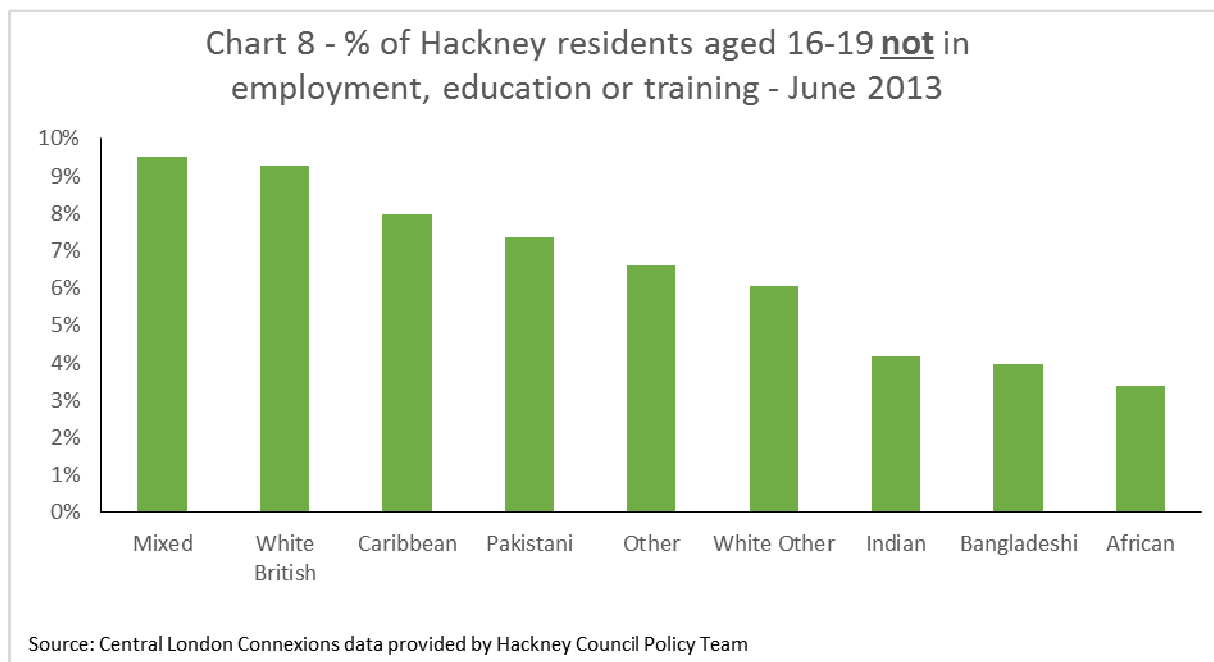
6. FINDINGS SECTION B – VOCATIONAL OPPORTUNITY

Introduction – Some groups of young people more likely to find themselves not in employment, education or training

- 6.1.1 The Educational Opportunity section of this report documented the significant borough wide improvements in attainment from the Early Years Foundation Stage delivered to children agenda 0-4 through to GCSE. However, it also showed that there are gaps in attainment between young people from some community groups and others.
- 6.1.2 Looking at vocational opportunity, the Commission has received data suggesting that these inequalities in outcomes for different groups persist into later stages of youth. Analysis of data on young people aged 16 and 19 who are not in employment, education, or training (NEET) shows variation by different groups of young people in Hackney. In addition, an analysis shows that particular groups of young people currently at school and in the Year 9 – 10 cohort are at greater risk than others of finding themselves being NEET in later life.
- 6.1.3 The risk is that this fosters inequalities in the opportunities available to young people in Hackney; it has been shown that being out of work at a young age can have a negative impact on a number of circumstances in later life. This includes being at greater risk of future poverty, with evidence indicating that

'the average male wage penalty resulting from youth unemployment is £3,300 a year by the time someone reaches their 30s'. It has also been shown to be associated with negative impacts on other areas including mental and physical health.

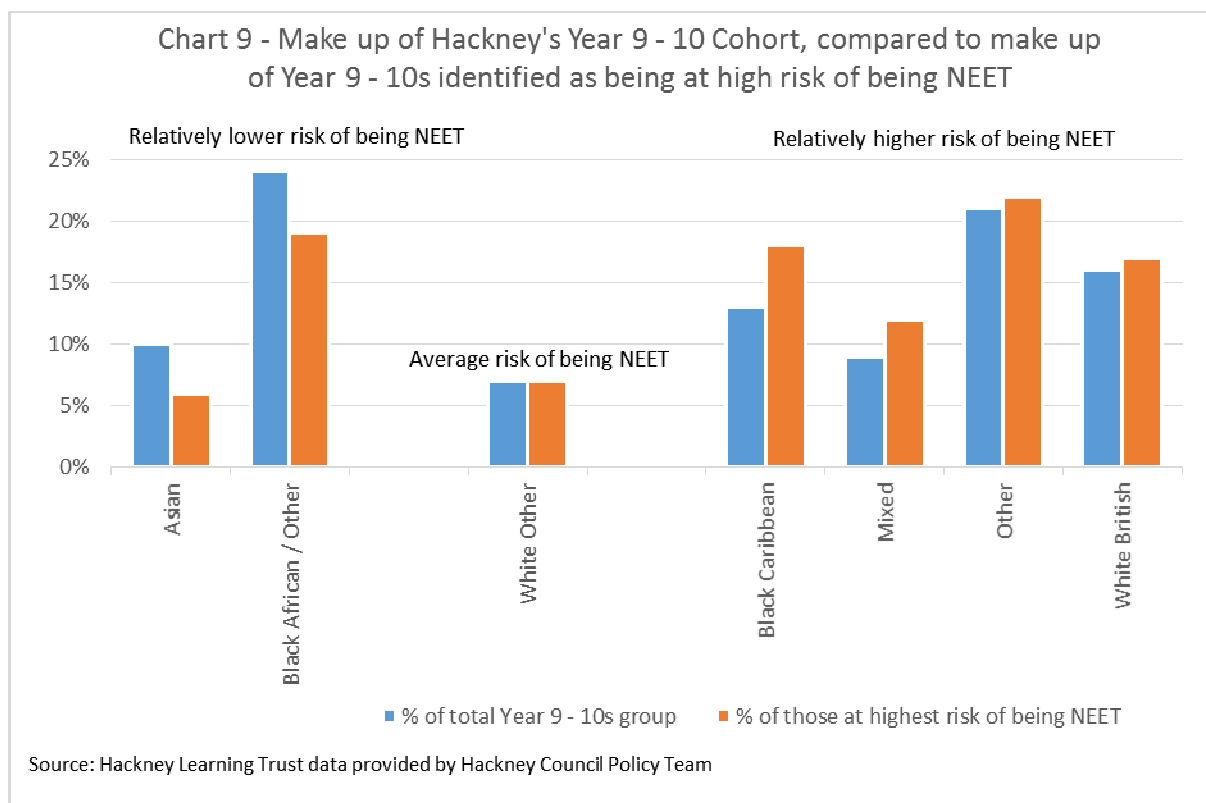
6.1.4 **Chart 8** shows how the proportion of young people who are NEET varies by ethnicity. The highest rates of NEET are among young people within the Mixed (9.5%), White British (9.2%) and Caribbean (8.0%) groups. The Commission heard evidence that 'the high rates in the White British group may be driven by the attainment gap and higher levels of persistent absence of White British pupils eligible to free school meals and are a further indication that there is a need for more examination into the needs of this cohort'.



6.1.5 In addition to the current figures on the proportion of young people who are not in education, employment or training, the Hackney Learning Trust allocates a score to each pupil in its current Year 9 – 10 (age 13-14) cohort, as to their risk of being NEET at later stages. The Risk of being NEET score (RONI) is reached using a number of different measures³.

6.1.6 Chart 9 shows the share of the Year 9 – 10 cohort which children and young people from different ethnic groups account for. This is then compared to shares that pupils from each ethnic background take of the group of those most at risk of being NEET in later years.

³ For a greater range of data on RONI please refer to the paper 'Data Pack for the Children and Young People's Scrutiny Commission: Vocational Opportunities discussion' which is available within the appended Evidence Pack. This contains interesting data showing that there is a link between the eligibility for Free School Meals (FSM) at any point in the last 6 years (not one of the measures used within the scoring calculations themselves) and a higher risk of becoming NEET. However, when looking at the risks of different ethnic groups becoming NEET at later stages, and splitting each group as to whether they have been FSM eligible in the last 6 years or not, the paper shows that the FSM indicator is more of a key factor from some groups than it is others. White British and White Other with FSM had higher levels of risk of being NEET than any other group.

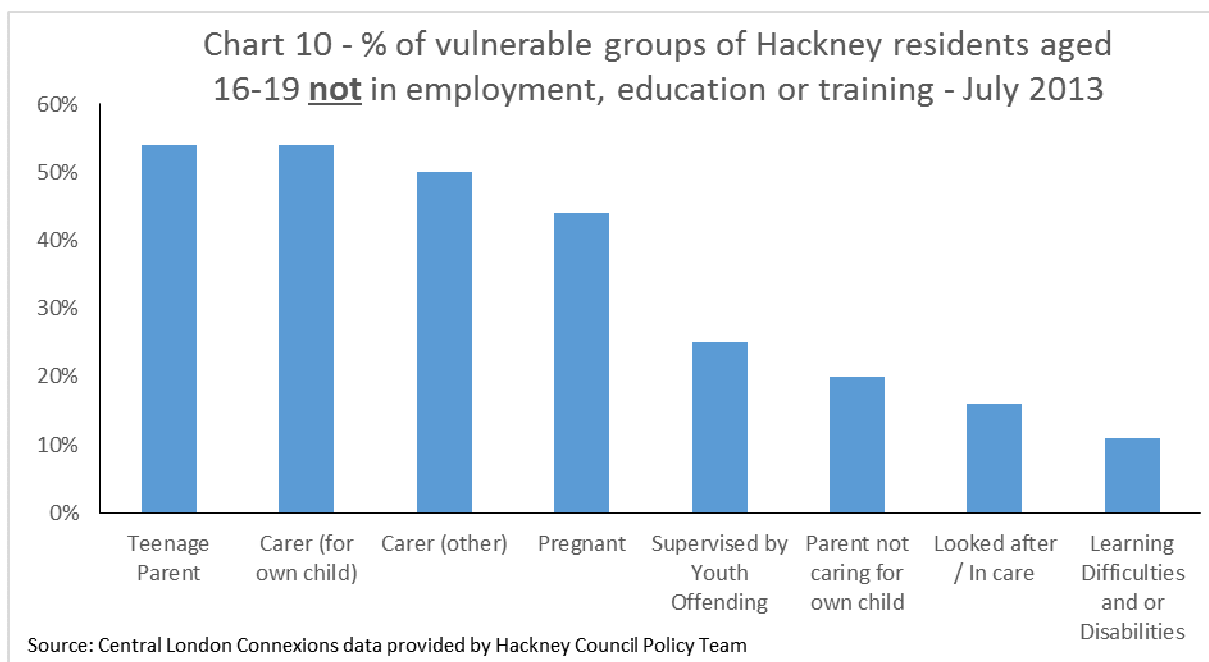


6.1.7 The chart shows that Asian and Black African/Other pupils are therefore at lower risk of becoming NEET, whereas Black Caribbean and pupils of Mixed Heritage are at greater risk.

6.1.8 It should also be noted that the analysis provided showed that pupils who had received free school meals (FSM) at some point in the last 6 years had a much higher RONI score than pupils who have not received FSM.

6.1.9 This said, Free School Meal eligibility was more of a significant predictor of being NEET in later years for some ethnic groups compared to others. For example, the risk of being NEET in later years for pupils from Asian backgrounds was close to equal for pupils with Free School Meals eligibility and for those not. For other groups Free School Meal eligibility was a key predictor; while young people in the White Other and White British on an overall level had an average or only slightly above average risk of being NEET, those from these groups who also had eligibility for Free School Meals were the most at risk group identified within the analysis.

6.1.10 On a borough wide level, between 6% and 7% of young people aged 16-19 are NEET. However, as chart 10 shows, some groups in the borough have levels of NEET far above the average. For example, over 53% of teenage parents and 44% of pregnant teenagers are NEET. This put them and also their children at high risk of poverty and poor health outcomes in later years.



What provision is there that enables young people to gain access to work placements and apprenticeships, and to get experience to support entry to work?

- 6.2.1 Evidence submitted to this review provided an overview of the work undertaken by the Council to improve vocational opportunities for young people in the borough, in particular through the making available of work placements and apprenticeships.
- 6.2.2 The Commission has heard how the Hackney 100 Programme works to connect young people in the borough with careers in Hackney’s key growth sectors. The programme aims to create 100 work placements for 15-17 year olds living or studying in the borough. The placements involve 4 hours work per week, for a six month period. The placements are paid at the level of the London Living Wage.
- 6.2.3 Beginning in September 2014, by October 2015, 59 work placements had been started by young people. 42% of the 59 work placements commenced within the Hackney 100 programme have been filled by pupils eligible to Free School Meals. 78% of participants were from Black and Ethnic Minority communities.
- 6.2.4 In addition, the initiative has involved a wider offer; by October 2015 4,000 young people had been engaged through assemblies and information sessions on the project, and all 420 applicants for the Hackney 100 opportunities could benefit from intensive employability “bootcamps” to prepare them for interviews and placements. With high expectations from employers paying relatively high rates of pay, the bootcamps aimed to provide young people with the required ‘soft skills’ and interview skills to help them to both gain placements and succeed within them.

6.2.5 The Commission also heard the work of the Council in both delivering apprenticeship opportunities directly, and influencing other businesses to do so. The Commission heard, for example, that through its procurement procedures the Council has helped to provide a range of external apprenticeship options to Hackney residents. This is in addition to providing a number of opportunities directly. In September 2015:

- 34 apprentices were employed by the Council directly, across a range of service areas
- 61 Hackney residents were working as apprentices as part of contractual requirements linked with procured goods and services
- 87 apprentices were employed by developers and their contractors as part of the planning agreements.

6.2.6 In addition, evidence was presented of how the Hackney Learning is working with Young Hackney to introduce out of school sessions on employability and careers, and how out of school careers related opportunities were being promoted through the Hackney Opportunities Fortnight initiative, work includes:


- Young Hackney centres offer facilities for young people to search for opportunities and to receive advice on CVs and application forms. Volunteering opportunities are advertised online.
- Hackney Opportunities Fortnight for 2016 will include sessions for 13-19 year olds (up to 25 with support needs) on the benefits of volunteering, the opportunities available, and advice around using these to get on

6.2.7 The Commission also heard that the majority of secondary schools in the borough continue to offer work experience to Year 10 students despite no longer having a legal requirement to do so. As part of delivering this, the Commission heard that all schools in the borough have a large employer as a partner (eg Google and KPMG) which allow pupils to benefit from activities including mentoring and employment visits. However, the Commission also heard from children and young people that experiences of work experience varied significantly. Some young people described positive, supportive experiences whilst others felt that they did not receive sufficient support in the transition to work.

What can businesses in Hackney do to ensure that all young people are able to make the most of the vocational and employment opportunities created by Hackney's changing economy?

6.3.1 As part of its investigation into vocational opportunities, the Commission was grateful to four business leaders from a range of the larger and growing economic sectors in the borough, who attended a panel discussion in Shoreditch.

- 6.3.2 Members of the Commission discussed how business can support young people in the borough. The Commission reached a firmer understanding of the competition that young people are likely encounter when looking for opportunities. We also heard about the challenges which small businesses face in operating in an increasingly high cost location, and, linked with this, the level of commitment and aptitude which young people wishing to succeed in these areas are expected to display.
- 6.3.3 The Commission heard how businesses felt that the costs of operating in Hackney could act as a barrier to supporting young people. As a result of the (rising) cost of doing business, eg the rental cost for office space, some businesses reported that they felt it was more difficult to offer quality apprentices and paid work experience. Businesses reported that this was the case even after the financial incentives offered by the Government were considered.
- 6.3.4 The Commission also heard accounts of high levels of competition for opportunities, a willingness of large numbers of young people to work for very little or nothing in return for gaining experience. This environment presents challenges for those young people who are not able to gain work experience in this way.
- 6.3.5 These challenges are likely to be higher for those without parents able to support them financially. There is an obvious question around how young people without financial backing are able to participate in gaining work experience and employability skills.
- 6.3.6 Businesses giving evidence to the Commission said that there are high expectations placed on young people in terms of their attitude and commitment. They described how more could be done to help to enable more young people to benefit from the opportunities arising from Hackney's changing economy. These included there being greater focus by education providers on work readiness and employability, and more work being done with young people to aid realistic goal setting and to expose them to role models and work environments.
- 6.3.7 A number of the business leaders giving evidence to the Commission gave a view that some young people lacked the core foundation level skills vital for success in the workplace. One said that when apprenticeships did not work out – and there was a high dropout rate of 30% - this was predominantly down to young people not being punctual and attending consistently.
- 6.3.8 There was a clear view that there needed to be dialogue with young people. There needed to be further enabling of them gaining an insight into the world



“Small businesses find it difficult to fund apprenticeships...young people need to play their part – they need to have a real passion in the area of work and a desire and a willingness to learn.”

Remi Landaz, Co-Founder Mainyard Studios Ltd

of work and the expectations that they would need to meet if they were to succeed.

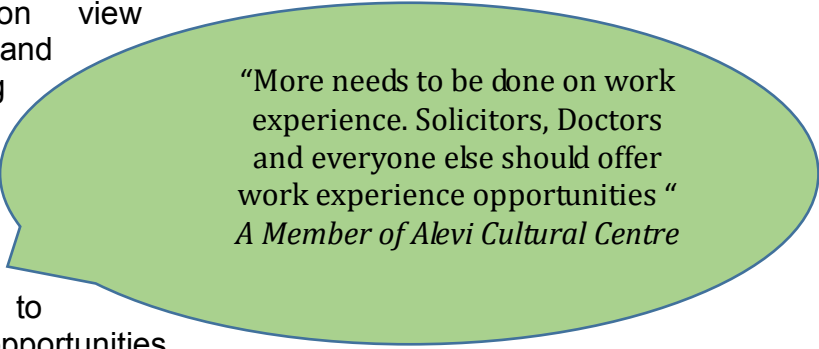
6.3.9 Businesses providing evidence to the Commission expressed a view that there needed to be a focus on engaging young people at early points of secondary school. One said that at the age of 13 or 14 those with disruptive or negative influences around them could still be reached and affected positively by others. He said that at later stages of their development it could become more difficult to persuade young people away from other paths.

What are the views of young people?

6.4.1 Young people who spoke to the Commission during the review in general placed high value on opportunities to gain work experience. In some cases opportunities had been brokered through their schools and in others through the community organisations to which they belonged.

6.4.2 We heard positive accounts. One young person, for example, had been able to secure a placement at an Architect Firm through an event he attended run by the Alevi Cultural Centre. This had helped him reach a decision on the career path that he wanted to follow, and he was able to get advice from those already in the field. Often schools had played a role in the brokering of positive work experience placements.

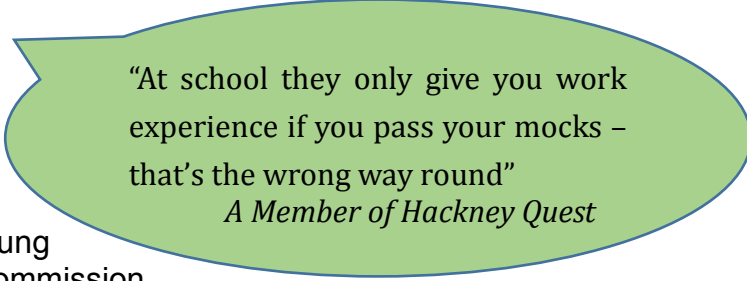
6.4.3 **However**, there was also a views that more could be done. This was a particularly common view among the Turkish and Kurdish young people who gave evidence to the review. They felt that the Council and others should do all they could to help make more opportunities available and to deliver a wide ranging offer.



“More needs to be done on work experience. Solicitors, Doctors and everyone else should offer work experience opportunities “

A Member of Alevi Cultural Centre

6.4.4 Young people often expressed a view that those in most need of support to gain a positive experience of work were not receiving it. During discussions with young people Members of the Commission heard views that work experience provision differs from school to school and that good quality placements rely on personal connections. This work has also encountered views of inequality, with Members of Hackney Quest reporting that schools did not offer work experience opportunities to pupils where particular levels of attainment were not achieved.



“At school they only give you work experience if you pass your mocks – that’s the wrong way round”

A Member of Hackney Quest

6.4.5 The discussions highlighted an appetite for opportunities for young people to make contact with and to hear from various industries.

“The Alevi Cultural Centre arranges for pilots, doctors, nurses, lawyers, and business men and women to speak to young people.”
A Member of Alevi Cultural

6.4.6 Many young people said that by arranging and effectively communicating Careers Fairs, the Council could help further improve contact between young people and the local economy. However, while the Turkish and Kurdish young people we spoke to had been able to meet people working in various industries and businesses through schemes operated by the community organisations they belonged to, they did not always feel that opportunities like this were available through other routes. There was little or no sense of where this information might be accessed. During the discussions, there was no mention of the Council’s Opportunities Hub or any particular websites. There was also no mention by young people of the Careers in the City or the City Career Open House initiatives, which we heard about from the Hackney Learning Trust.

6.4.7 On a wider level young people reported that work was needed to turn around a relatively low value which was applied to apprenticeships. There was a view expressed by representatives from the Turkish and Kurdish community group that apprenticeships were seen by many as a last resort option. It was suggested that parents in particular, held negative and outdated views on these opportunities.

“People think apprenticeships are the last stop, and are for those for whom A Levels and or AS Levels are not options “
A Member of Alevi Cultural Centre

6.4.8 Young people said that better promotion of apprenticeships and of success stories of these having done them, could help address this negative association. Another said that B-Tecs had made the journey which apprenticeships needed to go on, from being seen negatively to being much better received.

Recommendation 6 – Ensuring that all children benefit from work placement activity to support the transition from school

Suggested Lead - Cabinet Member for Children’s Services and Cabinet Member for Regeneration

The Commission heard about some positive experiences of work placement and preparation for employment. However, it also heard how this experience is variable and depends to a large extent on personal connections. It is therefore questionable

as to whether the support is always being directed at the children and young people in need of greatest support.

Recommendation 6A - Cabinet Member for Children's Services. The Commission recommends that the Hackney Learning Trust works with secondary schools to improve the consistency of the work experience offer provided to children across Hackney; this was found to vary significantly by school. Support should be tailored to each child – enabling a range of activity from access to university to support for the transition in to work. The Commission recommends that help should be focused on those children and groups who are at greatest risk of being NEET and least likely to receive support from elsewhere.

On this point, we understand that the London Borough of Newham have introduced a model in which the local authority itself plays a greater role in brokering work experience placements for children in Years 10 and 11. We welcome and celebrate the role of our Council in delivering opportunities through its Hackney 100 Programme. However, we have heard from young people that the extent to which they have been aided within their school to access good quality placements might vary. In addition, we have heard that pupils without access to particular networks can fare worse in their securing of quality work experience.

We ask that the Hackney Learning Trust explores whether a similar model to that in Newham could be employed by Hackney.

We ask that a progress update is given to the Commission of 5th April 2017.

Recommendation 6B - Cabinet Member for Regeneration. The Council should work to increase the number and quality of offers it makes through its apprenticeship scheme both directly and by facilitating links to partners across Hackney. The Council should consider how it can use its regeneration and economic development programme to further develop support for children and young people including quality work placements. The Council should assess how it can increase the proportion of Hackney 100 placements that are awarded to children who are eligible for free school meals.

7. FINDINGS SECTION C – CULTURAL OPPORTUNITY

7.1.1 The Commission has heard of a range of provision that the Council directly delivers, commissions or supports to give young people opportunities to participate in cultural activities across Hackney.

7.1.2 For example, the Discover Young Hackney Festival, now in its tenth year, encourages young people aged 11-19 to become cultural producers in their own right and to develop a range of creative skills. This is through the delivery of a programme of participatory activities across the borough. 400 young people are typically involved with the programme and audiences of over 3,500 are expected for the 2015/16 sessions. Local cultural organisations are involved with the programme and the project also harnesses the pull that role models (including Leona Lewis) can have.

- 7.1.3 The Hackney One Carnival engaged 600-800 performers, around half of whom are children and young people. The carnival helps to promote and give a platform to carnival groups recruiting and training young people in music, dance and costume-making.
- 7.1.4 A range of workshops and special events are delivered for young people in Hackney's libraries and Museum. These include reading groups and projects involving high profile cultural figures from Hackney to enable young people to experience the borough's vast cultural offer on a free and accessible basis. The museum engages with all primary schools in the borough which has helped to secure 5,000 pupils attending the facility through class visits. The Hackney Live initiative has seen the Libraries, Heritage and Culture Service working with the Arts Council, local artists, and the digital technology sector to enable young people to be involved with the production and of live streamed events and on demand video content which is viewable on a dedicated website.
- 7.1.5 As part of its investigation into how these opportunities, and those provided by other organisations, the Commission is grateful to the Hackney Empire, the Arcola, the Ministry of Stories and Cycling Club Hackney for providing evidence about their experience of young people's engagement with cultural opportunities in Hackney.
- 7.1.6 Hackney's creative sector is large and complex. In 2003 it was estimated that 1,500 organisations were operating in the borough, involving a total turnover of half a billion pounds. In terms of public funding for these organisations, Hackney Council is not the biggest delivery vehicle; Arts Council awards to organisations operating in Hackney (through the National Portfolio Organisations scheme) in 2014/15 were scheduled to stand at £6.7 million. In this context, the Council acknowledged that while much is known about some organisations and their work, very little is known about others.
- 7.1.7 The Commission has heard powerful evidence around wider benefits that cultural engagement can have for young people. We heard how engagement can bring greater self-esteem, confidence and independence. These outcomes will have benefits across the areas of education, health, and future employment.
- 7.1.8 We have heard about the findings of a systematic review of 24 'high quality' studies carried out into the learning outcomes for young people that participation in the arts delivered. This study found that participation in structured arts activities improves⁴:
- Early literacy skills at Pre-school and primary stage
 - Academic attainment at secondary school
 - Cognitive abilities

- Transferable skills

7.1.9 Young Hackney's assessments of the impact of its support to young people referred for early help, has also shown cultural engagement to help improve outcomes, including within education.

7.1.10 A recent audit showed that in 36 out of 40 referral cases, improvement was made against the issues upon which the referral was based (presenting factor). With the Young Hackney offer significantly focused on the introduction of young people to the range of creative and sporting opportunities available through the youth hubs and the Youth Sports Team, we can reach a view that facilitating this cultural engagement is likely to have played a key role in many of these successes.

7.1.11 The independent organisations we spoke to during the review also demonstrated some of the educational outcomes delivered as part of their work. For example some members of the Arcola Academy had gone on to earn places at top Universities and drama schools. The Hackney Empire had in the most recent year helped 13 young people progress into relevant further education or creative industry careers.

7.1.12 Similarly, an assessment of the Council's Discover Young Hackney programme has evidenced its impact on a range of public health outcomes for participants:

- Increased emotional well-being leading to less risk of anti-social behaviour and self-harm
- Increased self-confidence / self-esteem leading to more independence and less risk of an onset of mental health problems
- The forming of supportive relationships and social networks leading to less reliance on the public health system in the longer term
- Increased physiological wellbeing with better fitness and awareness of health hazard like smoking and drinking

7.1.13 A practical example on how cultural engagement can impact on the well-being of young people was given by the Manager and Lead Coach of Cycling Club Hackney. He said that engaging young people in cycling enabled independence and the ability to reach areas of the borough which they may have never visited.

7.1.14 The Commission also heard how cultural participation can impact on future employment and earning prospects, from becoming performance professionals to working within supporting roles. The Hackney Empire reported that it has seen young people it supported move into creative industry careers. The Arcola theatre through its Academy offers young people exposure and insight into the large range of vocational skills and roles which are needed in a theatre, in addition to the higher profile positions. These include in marketing, front of house, technical, design, and community

engagement. Young people who have been members of the programme have gone on to perform in large productions, but they have also moved into these more wide ranging areas.

7.1.15 Cycling Club Hackney had supported two young cycling champions, and a member had gone on to perform professionally for Team Sky. In addition, the club helped members by training them in bike maintenance. As well as enabling them to maintain their bikes at low cost, this taught them skills from which they could earn money.

Are some groups using these opportunities more than others; what are the views of young people towards them and what are barriers to expanding access?

7.2.1 The data available to investigate this issue is limited. The Commission received information from Young Hackney which showed that for 2014/15 the proportions of the borough's young people that they accounted for (according to 2011 Census data), young black people were over-represented in their engagement with Young Hackney Projects, while White and (to a lesser extent) Asian young people were under represented. Young Hackney have also advised that disabled young people and LGBTQ young people are under-represented in service involvement.

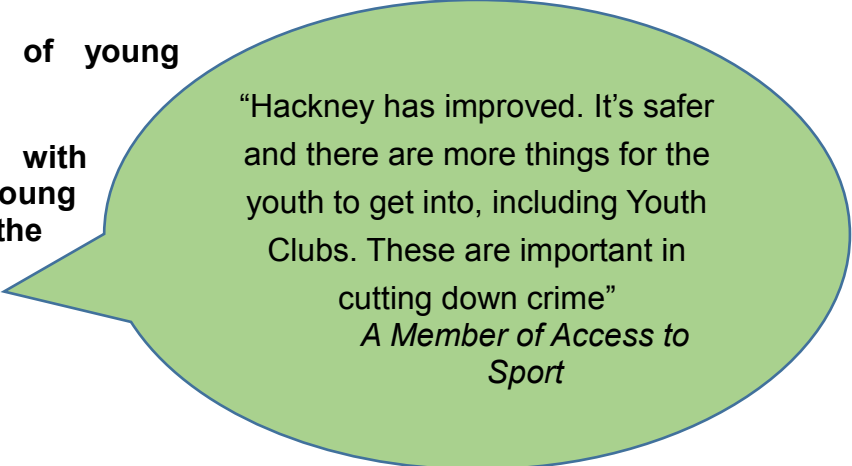
7.2.2 The evidence gathered during the review suggests that in order to engage those not participating, or those who would particularly benefit from programmes, there needs to be greater targeting.

7.2.3 Young Hackney had turned around under engagement of children and young people from the Charedi, Turkish-Kurdish and Vietnamese communities through targeted delivery. Focus was now moving towards engaging the remaining under using groups. The Commission recommends that this activity continues.

7.2.4 The Hackney Empire also reported that targeting was needed in order to secure the engagement of those not engaging previously. One example of their work was helping a group of primary school children vulnerable due to a range of factors including bullying and difficult family situations, by delivering a programme of workshops leading up to a performance that that appeared in. Another was a creative writing programme (part funded by Young Hackney) for young people from the Traveller and Romany community. This programme had both short term and long term success; improving writing skills and bringing two communities together, and also helping to achieve longer term relationships between some of the young people and the theatre.

What are the views of young people towards them?

7.3.1 In discussions with children and young people, the



“Hackney has improved. It’s safer and there are more things for the youth to get into, including Youth Clubs. These are important in cutting down crime”
A Member of Access to Sport

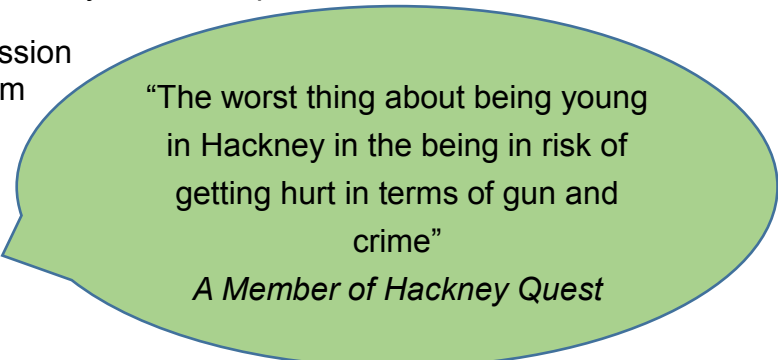
Commission heard positive accounts from young people around what was available in the borough. The presence of facilities such as Youth Clubs and Youth Centres, the Hackney Music Service Concert, Parks and swimming pools were named by young people as being one of the most positive aspects of life in Hackney. There was also a strong view from at least one of the groups of young people that there were more leisure opportunities available than in the past.

7.3.2 Within the context of this overall support, the Commission also heard concerns around the extent to which young people were able and felt able to access them. We were told that the hire of (school) sport facilities for non-pupils, were prohibitively costly. During a conversation with members of the North Youth Forum, there was a consensus from attendees that they did not generally use the Hackney leisure centre which was closest to them (Clissold). It was noted that they were more likely to attend leisure centres in Haringey. This was attributed to the fact that these leisure centres appear to be more welcoming to young people through a website more targeted at young people and good programmes of activities. In contrast, attendees' impressions were that Clissold Leisure Centre had little provision targeted at young people. This review did not hear from the operator of the Council's leisure centre facilities, nor the service area responsible for the contract management of this. In light of the views mentioned here, and the earlier observation that there was sometimes a lack of knowledge among young people on what was available, this is a matter of regret. Moving forward, we would suggest that the Commission might dedicate some time to hearing from the service and or the operator around their approach to developing a leisure offer which is attractive and welcoming to young people, and to communicating this effectively.

7.3.3 The same group spoke positively about parks and green spaces in the borough. However, they did note the importance of maintaining the 'young person friendly' outdoor space offer, where young people could partake in activities, and not move a model with too many 'no ball games' type areas.

7.3.4 With Woodberry Down having undergone a huge volume of regeneration work, it is perhaps unsurprising that discussions around change in the borough arose particularly during a session with Members of the Edge Youth Hub on the estate. There was concerns raised about the changing nature of the estate. Attendees worried about the apparent attitude of some of the residents in private housing towards residents from social housing together with a reluctance of some new residents to engage with the community. Young people were generally sceptical about the potential for this being improved through community events (given that part of the concern was regarding residents that didn't get involved with community activities. It was suggested that opportunities for residents to naturally engage through shared spaces e.g. a park, might help build community relationships.

7.3.5 The final issue the Commission heard concerns about from young people was personal safety and violent crime, and the extent to which it prevented a feeling of



"The worst thing about being young in Hackney is the being in risk of getting hurt in terms of gun and crime"

A Member of Hackney Quest

freedom as to where young people could spend their free time. One young person said that he took precautions to help ensure that he stayed safe. This included not going out around particular events in the calendar. He stayed indoors on fireworks night. Another said that she felt Hackney to feel more unsafe than it did in the past; where there was conflict it was more violent. She said that she felt safe in the immediate area in which she lived, as she know it well. However, she would be careful when venturing further than this.

7.3.6 There was considerable concern around gun and knife crime. Five of the ten Members of Hackney Quest interviewed said that stopping this would be the thing that they would choose to change above all others.

Barriers and sources of inequality

7.4.1 During discussions with the organisations giving evidence to the review, we heard about two principle barriers to the engagement of young people in their offer, and cultural activity generally. They were committed to addressing these and had put in different measures to do so.

7.4.2 **Levels of parental involvement:** As with others areas of this review, we heard a view that parental engagement can bring a key bearing on the ability of young people to benefit from and excel within, the cultural opportunities offered in the borough.

7.4.3 Organisations said that they worked hard to engage parents. Cycling Club Hackney would seek regular dialogue with them. The Hackney Empire sought to encourage parental engagement by delivering programmes which attracted all members, and productions which appealed to all ages.

7.4.4 However, we also heard and were heartened by examples of how the negative impact of low parent interest could be mitigated by other forms of support. Most powerfully, we were advised that one young person had participated in programmes at the Hackney Empire for a period of seven years but that despite the theatre's attempts to engage them, his parents had not attended in support of him on any occasion. By providing the mentoring that was otherwise missing however, the Empire had aided his journey on to achieving a standard which enabled him to perform at the National Theatre.

7.4.5 **Financial barriers. Members of the Commission had** a wide ranging discussion on the financial barriers to participation in the cultural opportunities available in Hackney. This included understanding the different approaches of organisations towards enabling young people to overcome these, and views on what the Council might do more to help them ensure that subsidised or free provision benefitted those most in need.

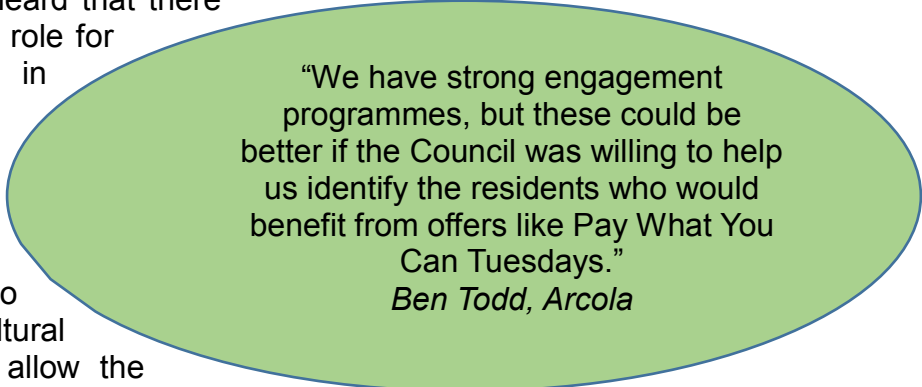
7.4.6 We heard how some organisations were able to offer the majority of its youth programmes on a universally free basis. This was partly enabled by funding from the local authority. We were sympathetic to the view that they had reached that events such as after school clubs and holiday clubs needed to be free in order for them to be truly accessible.

7.4.7 However, the Commission also heard evidence that, in the current financial climate, free access for all was not always the most effective route towards engaging harder to reach groups. A convincing case was put forward in support of this, from the Arcola's 'pay what you can Tuesdays' offer. This had been designed to give access to the theatre for all but had been found to be often used as a subsidised form of entertainment by residents who could afford to pay more. As an alternative approach on its youth activities, the Arcola charged for these activities but ensured free access to those who needed it through a bursary scheme.

7.4.8 Given the current funding available, where we heard evidence that many organisations were scaling back their free provision, the Commission is supportive of models that enable cross subsidy to ensure that free provision remains in place for those children and young people in greatest need who would not be able to otherwise access the cultural opportunities available to them.

7.4.9 Given the current changes to local government funding, driven by national government, the Commission sees it as absolutely vital that the free provision that remains – whether that be universally free offers or from schemes with variable charging models – and is targeted at those in the most need. We heard views during the evidence sessions that the Council might do more here.

7.4.10 The Commission heard that there could be a greater role for the authority in helping organisations to identify those who genuinely required support and financial aid to access the cultural offer. This would allow the free offers that still existed, to be better targeted.



“We have strong engagement programmes, but these could be better if the Council was willing to help us identify the residents who would benefit from offers like Pay What You Can Tuesdays.”
Ben Todd, Arcola

This role for the Council appears to be increasingly important as other organisations who previously performing the function no longer did so. A Hackney Youth Parliament Member of the Commission noted that the Youth Parliament could be a very effective channel for reaching pupils, with 24 Members covering 18 schools,

7.4.11 We should note that constraints around data protection are likely to limit the ability of the Council to share information on individual young people who they feel might particular benefit from outreach. This said, we suggest that there could be room for a coming together of relevant areas of the Council and stakeholders (eg the Arcola theatre) to discuss a revised approach which

might better enable organisations to target free provision for young people at those who need it.

7.4.12 Organisations providing evidence to the review also said that the Council could do more to help them with their attempts to broker sponsorship opportunities for young members.. For example, The Cycling Club Hackney had successfully aided a young member to gain a sponsorship deal from a local restaurant. This opportunity delivered wider benefits for the young person than funding their interest in the sport. As part of the agreement the member had a set of duties; he was required to keep the bike (which had been sprayed in the restaurant colours) clean and also to write a regular blog. This had helped install a sense of responsibility in the young person and a commitment to developing their communication skills.

7.4.13 This review has not been able to explore any processes that relevant areas of the Council – most obviously Regeneration Delivery – follow, if and when enquiries are received from community organisations around how they may be supported to seek sponsorship opportunities. However, we note that one of the recommendations arising from the Living in Hackney Scrutiny Commission's Review into Culture and the Arts, led to a recommendation around the Cultural Development Team establishing a forum in which cultural organisations could come together.

7.4.14 This considered, perhaps the most practical suggestion to move this forward is to ask that Officers from Regeneration Delivery attend this event. This would be to give interested organisations any advice that they have around how they may seek sponsorship opportunities, and information on any support that they may be able to offer through their relationships with businesses.

Living in Hackney Review of Culture and the Arts – Recommendation 1 – Facilitating regular coming together events for cultural organisations

The one off session held by the Commission was positively received by the cultural organisations attending as an opportunity to discuss mutually beneficial opportunities. There was an appetite for more of these opportunities being made available.

We ask that the Cultural Development Team explore the establishment a forum in which cultural organisations can come together to discuss the work that they are doing and any joined up approaches which may be beneficial to them.

We would suggest that a meeting once a year may be appropriate. It may be that after the initial establishment of the forum that the management of it is passed over to any organisation willing to take a lead.

Response to Recommendation by Cabinet Member for Health, Social Care and Culture

An annual cultural forum will be arranged so that cultural organisations based in the borough and potential partners (including housing providers and representatives from Tenant Resident Associations) can come together and exchange best practice. The forum will be an opportunity for the brokerage of partnerships between cultural

organisations, housing providers and community groups. The first forum is expected to take place in summer 2017.

Recommendation 7 - Exploring potential for helping external organisations with targeting of free offers

Suggested Lead – Cabinet Member for Health, Social Care, and Culture

The Commission heard from a range of organisations about the offering of cultural opportunities to children and young people across Hackney. They felt that the Council could play a greater role in helping organisations identify children and young people who required support and financial aid to access the cultural offer. This would enable organisations to better target the use of their resources. The Commission heard representations that data and information held by the Council could help with this task.

In response to a recommendation from the Living in Hackney Scrutiny Commission, the Cultural Development Team of the Council are arranging a forum for cultural organisations.

This is being designed as an opportunity for cultural organisations based in the borough and potential partners (including housing providers and representatives from Tennant Resident Associations) to come together share best practice and to broker partnerships.

We recommend that, as part of this, the Council identifies how it can use the information it holds to improve targeting of the cultural offers made to children and young people across Hackney and any financial assistance that is available.

We also recommend that Hackney Youth Parliament and the Council's Regeneration Delivery Team are included in this forum. Inclusion of the Regeneration Team would enable the sharing of advice on how organisations might develop their relationships with businesses and on any support that they are able to offer. We hope that this could help deliver more sponsorship activity.

We would hope that the work above might help inform the content of a new Cultural Strategy for the borough (acting as a refresh of the [Creative Hackney - cultural policy framework](#) published in 2010). This refresh would build further on the policy framework themes of the Council acting as a facilitator and enabler for the cultural sector. It would set out a defined approach around how we and other service providers can help the sector target any free or subsidised offers effectively, and to build relationships with a wider range businesses in the borough.

We suggest that the Group Director, Neighbourhoods and Housing takes overall oversight of this recommendation.

However, implementing this strategy effectively would require input and buy in from a range of Council and non-Council functions, wider than those based within the Cultural Development Team. As such, it is likely to need a cross-directorate

approach, drawing on research and insight from the Chief Executive's directly-managed area of the Council in addition to input from a number of areas (Public Realm, Regeneration, Housing) within the newly formed Neighbourhoods and Housing Directorate.

We ask that a progress update is given to the Commission of 5th April 2017.

7.4.15 Engaging young people on estates. Organisations providing evidence to the review indicated that engagement with residents living on estates could be improved. The Commission were reminded that there had been a wide ranging discussion around how the Council might do more to enable this, during Living in Hackney review of Culture and the Arts. This had led to two recommendations which sought to improve the level of information that residents living on estates received around the cultural offer in the borough. The details of these recommendations and the responses to them is provided below.

7.4.16 With the actions recommended by Living in Hackney being taken forward by the Council, we will not make fresh recommendations at this time around the engagement of young people on estates.

Living in Hackney Review of Culture and the Arts - Recommendation 3 – Using current community forums as opportunities for more cultural engagement on estates

Organisations attending the Commission were committed to engaging residents living on estates in their activities, and increasing awareness of the offer available. The Commission is keen that the opportunities for reaching residents through Tenant and Resident Associations (TRAs) or Neighbourhood Panels are harnessed to enable this.

While we would welcome an estate by estate approach, the large number of different TRA meetings (at the time of writing 26 separate TRAs were scheduled to meet between March and May of 2015), it may be more appropriate to focus on the meetings of the 6 Neighbourhood Panels. These panels bring together elected representatives of the TRAs in the surrounding area. This could be used as an opportunity for cultural organisations to build relationships with community leaders and to explore possibilities such as the delivery of cultural programmes on estates or publicity campaigns on their current offer.

We ask that the Cultural Development Team and the Resident Participation Team in Hackney Homes work together to:

- **Explore the forums which it might be most appropriate to seek involvement of cultural organisations within (the large number of TRAs may mean that it might be most effective to broker their involvement within Neighbourhood Panels)**
- **Seeking the agreement of the Chairs of the relevant forums for their details to be shared with a range of cultural organisations and to help facilitate discussions as necessary.**

Response to Recommendation by Cabinet Member for Health, Social Care and

Culture:

Representatives of the Resident Participation Team and the Cultural Development Team will attend a future session of the Resident Liaison Group, and following recommendations will subsequently work collaboratively with Neighbourhood Panels and the alternative forms of engagement (AFE) mechanisms (e.g. African/Caribbean housing group Turkish/Kurdish housing group, Asian Women group), in 2016 and highlight the opportunities that exist for closer work between residents and cultural organisations.

Neighbourhood Panels & AFE groups will also be informed of the annual cultural forum so that interested parties are able to attend.

The Resident Participation Team will seek agreement from the chairs of the Neighbourhood Forums and AFE groups that their details are shared with a range of cultural organisations and to help facilitate discussions as necessary.

Living in Hackney Review of Culture and the Arts – Recommendation 4 - Establishing links between cultural organisations and other housing providers

We think that that Council's links with other housing providers could be used to help organisations in their efforts to engage residents on estates.

The Council-managed Better Homes Partnership brings together a range of housing providers to help set the overall strategic vision for housing in Hackney and to secure partners' commitment and action to delivering the vision.

Meetings are held three times a year.

We see value in making the Better Homes Partnership aware of the commitment of cultural organisations to the engagement of residents living on the estates that they manage, and inviting thought as to how they could support this,

We hope that this could help deliver outcomes such as joined up bids to the Arts Council for the delivery of specific programmes on estates, and the utilisation of any underused community spaces.

As a starting point, we ask that the Cultural Development Team seek to add a 'better links with cultural organisations' item to a Better Homes Partnership agenda.

This item would be used to advise the Partnership of the work emerging from the visit by Living in Hackney, and to facilitate a discussion around how the Partnership may be able to build stronger working relationships with the organisations.

We would hope that this meeting could then foster involvement of Registered Housing Providers with the regular coming together of cultural organisations (Recommendation 1).

Response to Recommendation by Cabinet Member for Health, Social Care and Culture

A member of the Cultural Development Team will attend the Housing Management Forum of the Better Homes Partnership and subsequently a Board meeting to raise awareness of the cultural landscape of the borough and to explore opportunities for closer working between housing providers and cultural organisations within Hackney. Both actions will take place before October 2016.

8. CONCLUSION

8.1 This review has been wide ranging.

- 8.2 In the area of Educational Opportunity, we have seen data highlighting the accelerated improvements in educational attainment which have been achieved in Hackney over recent years. These changes have altered a situation from one of children and young people in Hackney being projected to reach educational outcomes below those living elsewhere, to one where they consistently outperform the national average.
- 8.3 This said, we have heard how further successes are needed in the addressing of inequalities in the development and attainment of some groups compared to others in the borough. We heard of some of the targeted extra-curricular interventions being delivered to do this.
- 8.4 We welcome these and hope that they will help narrow and close progress and attainment gaps. However, we also gained insight from Schools, the Hackney Learning Trust and young people themselves, around prevailing barriers for some groups to both participation in extra-curricular opportunities, and in gaining maximum benefit from school generally. These are not likely to be conducive towards driving out inequality.
- 8.5 Geographical factors and unstable housing situations appear to act as significant practical barriers. There was common agreement that young people and their families finding themselves living far from a school could put effective learning at school and involvement with extra-curricular activities at risk. In a climate where there were more fluid housing situations generally, it was increasingly challenging for schools and the Hackney Learning Trust to give support to those who were in need of it.
- 8.6 We also heard about cultural barriers in education. Language barriers could affect the extent to which parents were able to engage. Some parents could be further persuaded of the benefits of education and the time that young people needed to be invested in it to reach their potential. A lack of value given by them to some subjects could constrain the choice of their children.
- 8.7 Moving onto vocational opportunity, we heard about a range of work by schools, the Council and the Hackney Learning Trust to enable work experience opportunities for young people, to give advice, support and training, and to provide and broker apprenticeships. We are encouraged by the data provided on the Hackney 100 programme that shows it being accessed by a wide range of community groups.
- 8.8 This said we have heard how, more broadly, inequality in outcomes for some groups transfer from education, into the world of work. This is expressed by the contrasting shares of young people from different community groups who find themselves not in Education, Employment or Training during early adulthood.
- 8.9 We had a useful and insightful discussion with business leaders. From this, and whilst celebrating the diverse economy now operating here, we are concerned that without continued interventions like the Hackney 100, that

there is a risk of opportunities continuing to be delivered in a way which allows inequality to play out. Certainly, based on their accounts of there being high competition for entry level opportunities and a willingness of large numbers to work for very little or nothing in return for gaining experience, there appears to be an obvious challenge for young people unable to draw on parental support or other financial backing to compete evenly with those with this provision.

8.10 We also heard voices of concern from businesses around the extent to which young people were work ready upon their entry to the labour market and the extent to which they were aware of the standards which would be expected of them, and of the path to wealth being likely to be slow-burning and hard won.

8.11 The views of businesses that, as a way of addressing this, young people should be given greater opportunities to gain insight into the world of work, was one which was matched by young people themselves. Work experience opportunities were received positively (although the offer of this by schools was reported by some as patchy and not open to all, with others saying that good quality placements relied on personal networks). There was an appetite for careers fairs and for employers to talk to young people about their industries. Apprenticeships was one area where work might be needed turn around negative views of some young people and parents.

8.12 On cultural opportunity, we have heard about a large, diverse and exciting offer, delivered for young people both by the Council and, more substantially, external organisations. We have received evidence and practical examples showing the wide ranging benefits that engagement in culture, sports and the arts can have.

8.13 To ensure that all community groups are able to benefit, it appears that tailored and targeted provision is needed. We welcome the efforts of internal and external services around this which we heard during the review.

8.14 Again on the involvement of different groups in the cultural offer, during our discussions with external providers we heard about two principle barriers for young people. On parental engagement, we heard about the approaches of organisations to seeking the involvement of parents, and of successful efforts to mitigate the effects of low parental interest where these was found.

8.15 We also heard about financial barriers, and the approaches of organisations to preventing this from stopping participation. On this, we think that there could be a greater role for the Council in supporting organisations to more effectively target their reduced or free provision at those who would most benefit. In addition and in the current climate of reduced Government support, we hope that the Council might better broker relationships between more businesses in the borough and cultural organisations. We heard about success sponsorship schemes and hope that this approach might be expanded.

8.16 From young people themselves, we heard positive accounts around the offer in the borough. Parks, sports facilities and Youth Centres and Clubs came out particularly positively.

8.17 This said, there were concerns about how accessible and young people friendly these facilities were. In addition, there were wider views that considerations that needed to be given to issues around personal safety impacted on the ability to feel free. On the changing nature of the borough, there were questions among some young people around the extent to which new environments were open to them, and the extent to which residents new to communities engaged with the old.

8.18 The recommendations in this report are a reflection of the learning points above. We hope that these and the wider findings can help further ensure that the views and needs of young people in the borough are embedded within the Council's approach to make Hackney a Place for Everyone.

9. CONTRIBUTORS, MEETINGS AND SITE VISITS

The review's dedicated webpage includes links to the terms of reference, final report and Executive response (once agreed). This can be found at <http://www.hackney.gov.uk/Contributory-review-to-place-for-everyone.htm>

Meetings of the Commission

The following people gave evidence at Commission meetings or attended to contribute to the discussion panels.

Thursday, 10th September, 2015:

- Pauline Adams: Head of Young Hackney
- Anne Canning: Acting Director of Children's Services
- Annie Gammon: Headteacher, Stoke Newington School and Sixth Form
- Catriona Maclay: Founding Director, Hackney Pirates
- Louise Nichols: Executive Head, Gayhurst and Kingsmead Primary Schools
- Kome Owuas: Development Officer/Family Support Worker, African Community School
- Kristine Wellington: HCVS Children & Families Development Advisor

Thursday, 8th October, 2015:

- Dan Beaumont: Co-founder, Dalston Superstore, Voodoo Ray's and Dance Tunnel
- Richard Dennys: Head of Digital Business Academy, Tech City UK
- Remi Landaz: Co-founder, Mainyard Studios Ltd
- Kofi Oppong: Founder, Urban MBA

Monday, 9th November, 2015:

- Keir Apperley: Manager of Cycling Club Hackney
- Susie McKenna: Creative Director, Hackney Empire

- Ben Payne: Co-Director, Ministry of Stories
- Doctor Ben Todd: Executive Director, Arcola Theatre
- Pauline Adams: Head of Young Hackney

Site Visits

The Commission made the following site visits for this review.

- 30th October 2015: Discussion with Turkish and Kurdish Young People
- 18th November 2015: Discussion with Members and Leaders of Access to Sport
- 3rd December 2015: Discussion with Members of Hackney Quest
- 10th December 2015: Discussion with Members of North Youth Forum

10. MEMBERS OF THE SCRUTINY COMMISSION

- Councillor Tom Rahilly (Chair)
- Councillor Christopher Kennedy (Vice Chair)
- Councillor Soraya Adejare
- Councillor Mete Coban
- Councillor Tom Ebbutt
- Councillor Abraham Jacobson
- Councillor M Can Ozsen
- Councillor Caroline Selman
- Councillor Louisa Thomson
- Councillor Abraham Jacobson
- Councillor Cllr Margaret Gordon*
- Councillor James Peters
- Sophie Conway Parent Governor Co-optee
- Rabbi Judah Baumgarten Orthodox Jewish Co-optee
- Ernell Watson, Free Churches Group of Churches Together in England Co-optee
- Shuja Shaikh, North London Muslim Association Co-optee
- Richard Brown Church of England Co-optee
- Louis Comach, Hackney Youth Parliament Co-optee
- Ella Cox, Hackney Youth Parliament Co-optee
- Skye Fitzgerald McShane, Hackney Youth Parliament Co-optee
- Kyla Kirkpatrick Parent Governor Co-optee
- Jo Mcleod Hackney School Governors Association Co-optee

*replaced Cllr Ian Rathbone who stood down from the Commission during the year

Overview and Scrutiny Officer: Tom Thorn ☎ 020 8356 8186

Legal Comments: Dawn Carter-McDonald ☎ 020 8356 4817

Financial Comments: Jackie Moylan ☎ 020 8356 3032

Lead Director: Anne Canning ☎ 020 8356 7344

Relevant Cabinet Member: Cllr Anntoinette Bramble

