

Report of the Corporate Improvement Scrutiny Committee's Task and Finish Group:



NEET (Not in Education, Employment or Training)

December 2025

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1 Foreword



Cllr Hulme (Chair)

In February 2025, the Corporate Improvement Scrutiny Committee launched this Task and Finish Group to explore NEETs provision in Slough with the aim of understanding what challenges Slough Borough Council, and other key stakeholders face in supporting NEETS.

The scope (Appendix A) of this Task and Finish group allowed us to focus our efforts on key risks and concerns raised by members and officers. We developed a collaborative approach throughout our sessions to develop meaningful and achievable recommendations.

I would like to recognise the great work of the Task and Finish group members and thank them for their valuable contributions to this work over the last 8 months. I would also like to thank the support provided by the NEETs officer and the scrutiny officer that have aided in the work we have produced.

Importantly, I would like to recognise the success of the NEET team, despite their extremely limited resources. It is clear that they have a huge impact on the young people they work with, in both preventative and proactive work. We recognise the vital role this team plays in the wider community and in achieving the corporate priorities here at Slough.

As a result of the work we have done, we have developed recommendations that came about through discussions with officers in regular sessions, information and data on the current provision and open conversations around what is further required to improve the service. Importantly, we discussed the aspirations for the team to provide a stronger post-16 offer and continue the reduction of NEETs in Slough.

The investigations that have taken place have allowed us to explore what is missing from the current NEET provision and consider how to develop a strategic framework which will allow the team to further widen the service they provide and ensure that more NEETs are given the support they need. We have identified the negative impact of the reduction of resource available to the team, and what they can provide within these limitations.

With the proposed move of NEET Team to the Adult Education Team and Learning, we hope that the recommendations will be considered and incorporated in the transition and developed into an even more successful service that is able to deliver a proactive service for our young residents.

Councillor Christine Hulme
Chair
NEET Task and Finish Group

2 Executive summary and recommendations

The Scrutiny Task and Finish group on NEETs was convened in February 2025 and was endorsed by the Department for Education Commissioner for Slough. The aim for the Task and Finish Group is to explore and understand the challenges faced by Slough Borough Council and key stakeholders in supporting school leaver NEET cohorts.

The task was to assess how the service is run, reviewing where gaps or challenges in provision exist with a focus on outcomes for young people, particularly SEND and looked after children. A consideration of the group during its evidence gathering stage and something that impacted the recommendations was the upcoming movement of the service from Children's to Adult Skills and Learning. This has yet to be given a definitive timescale, meaning any recommendations need to be considered in the context of the service being delivered in the future by the Adults Skills and Learning team.

The Task and Finish Group have made the following recommendations:

- a. Review, development and implementation of the NEET reduction policy to give strategic oversight and reporting, allowing the team to increase early intervention work. This should be considered in the context of both current and aspirational resource within the service
- b. Request that Officers review the level of resource available in the NEETs service.
- c. Request that officers consider increasing the number of Level 4-6 Career's Guidance trained officers in the NEETs team and the wider Children's directorate, focusing on those who interact with NEETs.
- d. Once the newly developed NEET strategy is in place, explore options around the use S106 monies if applicable for the purpose of delivering against the aims of the strategy.
- e. Explore whether opportunities for NEETs can be considered within social value scoring when tender documents are reviewed.
- f. Increase collaboration and develop stronger ties (potentially through the NEET strategy) between the NEETs team and the Economic Development team to improve community engagement around opportunities and training for NEETs.

- g. Termly updates to CISC members via Scrutiny Officer on tracking data to allow for member oversight. This document to include headline figures for 'NEET', 'Not Known' and the 'Combined' rate (Combined rate is how the DfE rates the department) with reflection against last academic year and trajectory of progress over the term.

- h. Update the Committee, on the progress of the move to Adult Education Services, including timing and providing feedback on whether this has had a positive impact on the service around 6 months after the move.

3 Introduction

Effective overview and scrutiny provides a constructive ‘critical friend’ challenge and ensures the voice of the public and residents is heard. It should be led by objectivity and evidence by people who take responsibility for their role and drive improvement in public services.

This report sets out the work and conclusions of a task group of the Corporate Improvement Scrutiny Committee (CISC) that was convened at the end of February 2025.

The Task Group met on 4 occasions, with the fourth meeting taking place on the 2nd September 2025.

4 Membership

Councillors:

- Christine Hulme (Chair)
- Zaffar Ajaib;
- Dhruv Singh Tomar
- Fiza Matloob

Supported by:

- Cherie Sears, Head of Virtual School
- Selmah Chaudhary, Post 16 assistant team lead
- Amy O'Brien, Governance and Scrutiny Officer

5 Background

Under the Department of Education '*Participation of young people in education, employment or training Statutory guidance for local authorities*' April 2024, Slough Borough Council as a **local authority has a broad duty to encourage, enable and assist young people to participate in education or training. Specifically, these are:**

- To secure enough suitable education and training provision to meet the reasonable needs of all young people in their area who are over compulsory school age but under 19 or aged 19 or over and for whom an Education, Health and Care (EHC) plan is maintained. This is a duty under section 15ZA of the Education Act 1996. To fulfil this, local authorities should have a strategic overview of the provision available in their area and identify and resolve gaps in provision.
- To make available to all young people aged 13-19, and to those between 20 and 25 with special educational needs (SEN), support it considers appropriate to encourage, enable or assist them to effectively participate in education or training.

- Tracking young people's participation is a key element of these duties. Local authorities are required to collect information about young people so that those who are not participating, or are NEET, can be identified and given support to re-engage.

In addition, the Education and Skills Act 2008 placed two RPA-related duties on local authorities with regard to 16- and 17-year-olds:

- Local authorities must promote the effective participation in education and training of 16- and 17-year-olds in their area with a view to ensuring that those persons fulfil the duty to participate in education or training. A key element of this is identifying the young people in their area who are covered by the duty to participate and encouraging them to find a suitable education or training place.
- Local authorities must make arrangements – that is, maintain a tracking system - to identify 16- and 17-year-olds who are not participating in education or training. Putting in place robust arrangements to identify young people who are not engaged in education or training or who have left provision enables local authorities to offer support as soon as possible.

National context

According to a House of Commons research paper published in September 2025¹, the rate of NEETs is rising, and around 60% of those were economically inactive, which is to say they are not working, not seeking work and/or not available to start work.

NEETS data from the Office for National Statistics² shows that from July to September 2025:

- 66,000 young people aged 16-17 were NEET, representing 4.1% of the relevant population group.

Key recent unemployment figures are below from a Nov 2025 House of Commons research briefing on Youth Unemployment Statistics.³

From July to September 2025:

- 702,000 young people aged 16 to 24 who were unemployed, 60,000 more than the previous year. The unemployment rate for young people was 15.3%, up from 14.8% from the year before.
- There were 3.89 million young people aged 16 to 24 in employment, 187,000 more than the previous year. The employment rate for young people was 52.2%, up from 50.5% the year before.
- There were 2.86 million young people aged 16 to 24 who were economically inactive, 127,000 fewer than the previous year. The inactivity rate for young people was 38.4%, down from 40.7% the year before.

¹ [NEET: Young People Not in Education, Employment or Training - House of Commons Library](#)

² [Young people not in education, employment or training \(NEET\) - Office for National Statistics](#)

³ [SN05871.pdf](#)

The House of Commons NEETs paper also referenced research about key risk factors for a young person becoming NEETS which include⁴

- Not having an academic qualification above level 1 (GCSEs at grades 1/2/3 or D/E/F/G, or equivalent)
- Having a limiting disability
- Having a child before the age of 21
- Having a child between the ages of 21 and 25
- Having a mental health condition
- Having been identified as having Special Educational Needs

Additionally, when a young person experiences a combination of these factors, their risk becomes even higher.

Local context and position

The issue of NEETs and Not Known is a country-wide concern, and Slough is no exception.

	July 2022	July 2023	July 2024	July 2025	Aug 2022	Aug 2023	Aug 2024	Aug 2025	Sept 2022	Sept 2023	Sept 2024	Sept 2025
England NEET + NK	5.2% (63,414)	5.4% (67,441)	5.8% (74,124)	6.0% (80,301)	10.0% (121,419)	7.0% (87,256)	8.6% (109,809)	7.5% (99,915)	32.3% (394,400)	34.6% (434,433)	32.4% (425,243)	26.5% (357,340)
England NEET	2.9% (35,136)	3.3% (40,354)	3.6% (45,536)	3.8% (50,531)	3.0% (36,400)	3.4% (41,882)	3.6% (46,396)	3.9% (51,752)	1.7% (21,253)	2.0% (24,570)	2.1% (27,196)	2.2% (28,453)
England NK	2.3% (28,278)	2.2% (27,087)	2.2% (28,588)	2.2% (29,770)	7.0% (85,019)	3.7% (45,374)	5.0% (63,413)	3.6% (48,163)	30.6% (373,147)	32.6% (409,863)	30.3% (398,047)	24.4% (328,887)
South-east NEET + NK	5.6% (10,710)	6.3% (12,293)	6.8% (13,827)	7.1% (15,403)	16.9% (32,319)	6.9% (13,492)	7.5% (15,310)	7.6% (16,466)	38.5% (74,735)	38.7% (77,240)	33.0% (69,710)	24.3% (53,187)
South-east NEET	2.5% (4,818)	2.9% (5,609)	3.2% (6,528)	3.7% (7,978)	2.6% (4,911)	2.9% (5,637)	3.2% (6,554)	3.7% (8,008)	1.5% (2,884)	1.7% (3,361)	1.8% (3,860)	2.1% (4,622)
South-east NK	3.1% (5,892)	3.4% (6,684)	3.6% (7,299)	3.4% (7,425)	14.3% (27,408)	4.0% (7,855)	4.3% (8,756)	3.9% (8,458)	37.0% (71,851)	37.0% (73,879)	31.2% (65,850)	22.2% (48,565)
Slough NEET + NK	3.9% (161)	4.4% (196)	5.4% (254)	5.6% (283)	4.4% (184)	5.2% (230)	5.9% (281)	5.9% (303)	20.5% (904)	31.9% (1,498)	16.9% (849)	19.0% (980)
Slough NEET	2.3% (96)	3.4% (151)	4.6% (220)	4.4% (223)	2.3% (95)	3.4% (150)	5.0% (234)	4.4% (225)	1.2% (51)	1.3% (61)	1.7% (85)	1.6% (82)
Slough NK	1.6% (65)	1.0% (45)	0.7% (34)	1.2% (60)	2.1% (89)	1.8% (80)	1.0% (47)	1.5% (78)	19.4% (853)	30.6% (1,437)	15.2% (764)	17.4% (898)

Source: Department for Education Local Authority Data

In comparison to the July-September period in 2024, the number of NEETS has decreased by around 0.1% on average.

The large spike in Not Knowns in September is attributed to new cohorts of young people who need to be accounted for, and as the tracking/data officers locate young people, that number reduces into October and November.

Slough's unemployment data (below) shows the rate of unemployment in the borough in comparison to the Southeast and Great Britain.

⁴ [House of Commons Research briefing - 2025](#)

Claimant count by age - not seasonally adjusted (October 2025)

	Slough (Level)	Slough (%)	South East (%)	Great Britain (%)
Aged 16+	6,500	6.3	3.2	4.0
Aged 16 To 17	10	0.2	0.1	0.2
Aged 18 To 24	940	7.5	4.6	5.9
Aged 18 To 21	530	7.7	5.0	6.4
Aged 25 To 49	3,960	6.3	3.6	4.5
Aged 50+	1,590	6.6	2.4	2.9

Source: ONS Claimant count by sex and age

Note: % is number of claimants as a proportion of resident population of the same age

Slough has an unemployment rate of almost double the South East average. The NEETs service is a vital component in early intervention for those who are at risk of being and staying out of work for the long term.

The NEET team at Slough receive referrals from various agencies and stakeholders to identify those who are NEET or at risk of becoming NEET including: Social Care, family Support Service, Teachers, Tracking/Data Officers. (Appendix C)

They offer Information, Advice and Guidance (IAG) sessions to look at what options are available to them and support them with applications and key skills to secure placements.

Dependent on the response of the young person, they provided with dedicated support. This work not only covers the basics of securing them education, employment or training (EET), but also considers whether the young person is SEND or a child known to Social Care and ensures that there is a multi-agency approach to best meet the young person's need.

Importantly, the team remains persistent and will continue to stay in contact with the young person, even if they decline. All young people are monitored regularly by tracking officers to ensure that no one falls through the gaps, and they all have the opportunity to achieve education, employment or training at a time that's right for them.

The local offer in Slough includes:

- Sixth Forms and Colleges offering A-Levels and vocational qualifications
- Apprenticeships
- Traineeships
- Vocational training

There is also travel support and youth engagement services offered. The Young People's Service is partnered with the YES Consortium and offers information and advice, work experience, personal development programmes and career support.

In Slough, there is limited availability of some FE courses locally, (Windsor Forest Group), and the group only has one intake period in each academic year, If a young person is not able to join a course at the beginning of the academic year, they have to wait a year to get on a course, increasing their risk of staying NEET as it is difficult to maintain engagement for a year.

6 Method of the Investigation

The Task and Finish Group carried out an initial scoping session with members and officers that gave members the opportunity to highlight what information would be helpful for their investigations and what they wanted to know about the service.

They then had a further meeting with NEET team who provided data on the specific NEET numbers for Slough, challenges and progress that has been made in the service.

Members undertook desktop research with support from officers on what the NEET offer is in Slough, and what the journey is like. They were keen to have an understanding of the wider participation work in the Council as a whole and what collaboration currently takes place among directorates to improve access for opportunities NEETs in Slough, both in the Council and beyond.

In their work in other areas, councillors have experience of the wider community engagement and stakeholder work that goes on, and they were keen to understand if this work is being done with NEETs in mind or with the input from the NEET team.

After the first two sessions members reflected on the information they had gathered and instructed the scrutiny officer to reach out to other departments particularly the Economic Development team. This proved to be difficult, and the group were not successful in engaging with the team.

7 Key Findings

Strategic vision and the development of the service

Members were pleased to see that the service is doing better than the national average, and in comparison, to the South East. This is a wonderful success story, especially the current financial context of the Council and the challenging resources of the team. We recognise all the hard work that the team have been doing to achieve these results.

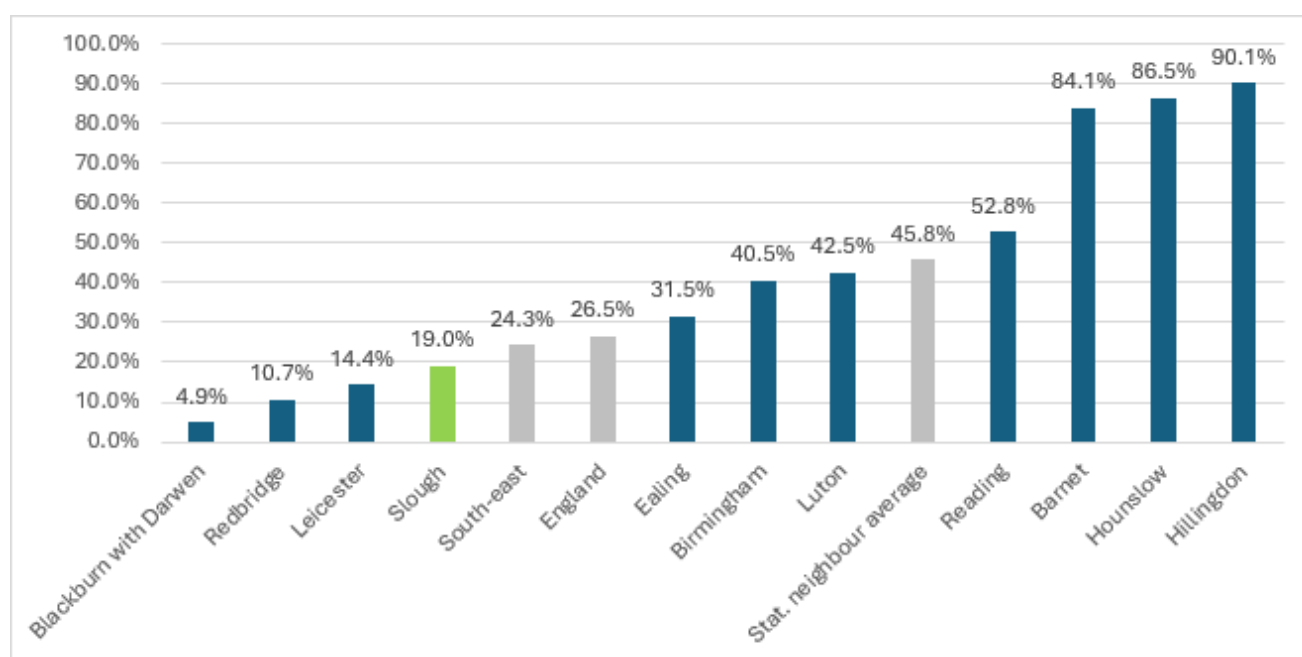
Whilst the data is positive and shows continuous improvement over the start of this academic year, officers explained to members that there is an anticipation that there will be an increase in the NEET numbers in the coming months.

The most recent DfE return (Figure 3) is very favourable and indicates that Slough sits well above the majority of statistical neighbours. This is due to the hard work and further resource leant to the team over the summer break, including that of leadership. However, this could not be sustained at the start of the academic year as postholders had to return to their substantive posts and the lead post for NEET was deleted in favour of savings.

Figure 3:

	Slough	South east	England
NEET	1.6%	2.1%	2.1%
Not known	17.4%	22.2%	24.4%
NEET + Not known	19.0%	24.3%	26.5%

Statistical neighbours NEET + Not known September 2025 –



Source – DfE 2025

Moving into November and December, when the academic census is complete and colleges close their admissions for this year, NEETS numbers may increase. This is the challenge the team have faced consistently with a lack of available alternatives locally to support in year activity.

Considering this context, members reflected on the opportunity for further success in the reduction of NEETs and what is required to achieve that goal. A NEET reduction policy is in its infancy, with the aim of moving from a reactive to a proactive approach once resourcing has been confirmed. This is one aspect of the desired strategic vision which should be aligned and developed in tandem with the corporate priorities of the Council, particularly that Slough is “A borough for children and young people to thrive”⁵. Unfortunately, members did not get sight of the NEET reduction policy.

With interim leadership in place, the strategic vision is in the early stages of development, but resource limitations have meant that work on this has been delayed due to statutory operational delivery and the deletion of the substantive lead post. Furthermore, the team are

⁵ Slough Borough Council – Corporate Plan 2023-27 [Corporate Plan 2023-27 – Slough Borough Council](#)

currently in transition and have yet to have certainty on a move to the Adult Education Team. The current director for the NEETS team, Neil Hoskinson, provided some background around the decision to move the service. (Appendix D) Members are still keen to understand how this change will positively impact the service and look forward to continued dialogue with the team around the progress made.

Throughout the discovery phase and further discussion with officers within the team it is clear the limitations on resource have meant that the team does not have the capacity to do more than their statutory roles, tracking and provide IAG. This lack of capacity to develop and implement a strategic, long-term vision has and will impact on the service and more importantly on the opportunities for young people in Slough.

Members suggested that the Council should consider the positive impact of providing additional resource to the service, not just in the short term, but as part of a wider, long-term plan.

Additionally, members were keen to explore the opportunities around social value within tenders (as in recommendation f), specifically in relation to NEETs. Social value in procurement refers to the wider benefits that a contract can deliver for the community beyond its core goods or services. By embedding social value outcomes into tender processes, contracting authorities can encourage suppliers to contribute to local priorities such as employment, skills development, and community wellbeing. One effective approach is to include measurable commitments to reducing the number of young people who are NEET. This can be achieved through tender questions or evaluation criteria that reward bidders for offering apprenticeships, work experience placements, mentoring schemes, or training opportunities for disadvantaged young people. Such measures not only strengthen the local labour market but also ensure that public spending delivers long-term social and economic impact.

Early intervention

An aspect of work that was mentioned frequently was the importance of dedicated early intervention work. Within the many discussions that were had, this topic constantly came up. The importance of identifying those who are risk of NEETS as early as possible is profound. Evidence⁶ suggests early intervention at key transition points, such as Key Stage 4 and decision making at 16, can be effective in diverting at-risk groups from NEET. Hence, members were consistently raising the need for long term strategic work in the sessions, focusing on the ways in which the service, by working with other directorates and stakeholders, can provide early intervention and support during key milestones to move young people (particularly those who are vulnerable) into a position where they can move into the education, training or employment market and remain part of it.

This early intervention work cannot be completed in isolation and will require the support of other directorates within the council. This topic of collaborative and cross-directorate

⁶ Martin, T. and Sadro, F. (2020). *Evidence review: What works to support 15 to 24-year olds at risk of becoming NEET?* [online] Available at: <https://learningandwork.org.uk/wp-content/uploads/2020/04/Evidence-Review-What-works-to-support-15-to-24-year-olds-at-risk-of-becoming-NEET.pdf>.

working is one that members have been highlighting throughout their scrutiny of other items that have come to the committee. This is reflective of what strategic work is required, not just in a single department, but at a corporate level.

Officers were supportive of these suggestions, having experienced the positive impact this kind of work has had previously.

It is important to note that schools are vital in ensuring early intervention and resourcing collaborative work in this area could further reduce the NEET at 16 moving into the post 16 arena and avoid drift with our most vulnerable residence such as those with an EHCP.

Careers Guidance

There are currently 3 staff, delivering 1.8fte, who hold a Level 4-6 qualification in Careers Guidance and who provide expert guidance for NEETS, giving support and information on what options there are in place for them. Qualified staff are currently isolated to the NEETS team, with a small number of qualified colleagues in the wider Virtual School service for those young people who are in the care of the local authority or known to social care. These young people benefit from specially trained professionals in transition, and beyond which is evident from the high education, employment and training numbers for those with this special characteristic.

After the initial IAG session, members identified the fact that there is minimal follow-up for individuals in a bespoke way. This means that for the young person, they have limited support from the service to move forward or look at other options if they change their mind. Having spoken to officers, this is an objective they would like to achieve, but is hindered by the lack of resource.

Additionally, NEETS, and those at risk of NEET do not simply interact with the NEETS team. They are likely to engage with other services and are likely to require careers support. Instead of sending the young person to a different service, or to someone else in the service (which may cause unnecessary delay), there is logic in providing the career guidance alongside other provisions, such as SEND and early help. Using the Virtual School model, a supported service (supervised by the NEET lead for continuity of provision) could be beneficial in ensuring stability and relational gain in support provided, and particularly for those with SEND requirements or additional needs, maintaining a relationship with a trusted officer.

The T&F group note that SBC is the lead authority on Employment and Skills as part of the Berkshire Prosperity Board and its role on the Connect to Work and Get Berkshire Working programme. The details of these programmes do not appear to be finalised; therefore, it is too early for us to make any recommendations of what we want these programmes to focus on in tackling youth unemployment, those young people that are NEET or at risk of becoming NEET. The committee awaits updates from Cabinet and the Berkshire Prosperity Board.

Impact

The information gathering was a combination of quantitative data on the raw numbers of NEETS, those at risk and those who are Not Known, but also testimony and feedback from young people who have been supported by the team.

Feedback from those who have worked with the NEETS service is key in providing the most important perspective – those who this work helps.

The team make an impact on young people, but members are also aware of what missed opportunities there are to widen this impact and look further on into the future.

- Young person (A) who struggles with anxiety who worked with NEETS officers for 4 years

hi selmah!! i wanted to thank you for all the support you gave me during the worst time of my life! i was so unmotivated and didn't have a pathway in life and you really helped me build myself up! i've recently completed my btec level 3 in computing and gotten a d*d*d* (the highest grade!!) and started a degree apprenticeship studying data science as a data analyst apprentice working at reading council ❤️ thank you for your support, this wouldn't have been possible without your help!! it's so funny how we applied together on a whim to reading college and it all ended up working out 🥰

i was so anxious and scared of the future at 15/16 but now, at 20, i'm excited to complete my degree and begin my career 😊 thank you for being there for me :)

- Young person (B) with EHCP and CIN plan

Dear Salmah's Management Team,

I hope you are well. I am writing to express my sincere gratitude for the exceptional support I have received from Salmah during my time working with her.

Salmah has been instrumental in helping me find apprenticeship opportunities and has continuously supported me through various personal challenges, including legal matters and guiding me away from negative influences. She has gone above and beyond to ensure I am aware of and receive my entitlements, assisting me with obtaining essential documents like my National Insurance number, applying for college, and exploring bursary options.

Additionally, she has provided invaluable advice on financial independence, benefits, and personal development, equipping me with the knowledge and confidence to navigate the world more effectively. Her dedication and commitment to my success have made a significant impact on my journey, helping me secure a job and supporting me through both my lowest moments and my achievements.

Salmah is an extraordinary careers worker who truly cares about the people she helps. I wanted to take a moment to acknowledge her hard work and thank your team for having someone as dedicated as her.

Best regards & Thank you,

8 Conclusion

Over the past few months, we have identified a small NEET team working relentlessly to support the young people of Slough to engage and remain in education, employment and training. It is evident that the service has impact, and there is opportunity for that to continue.

However, members are keen to note that they have had limited engagement with stakeholders outside of Children's Services which has hindered the ability for the group to provide more recommendations. As noted above and throughout discussions with officers, holistic and collaborative working is vital in the success of a service such as NEETs, and this must go further than the core NEETs team.

The team would benefit from stability, allowing them to settle the service and produce a strategic plan to further reduce NEET in Slough. Furthermore, a reflection on resource available may allow the service to develop a more proactive approach to NEET reduction.

Earlier intervention could avoid young people becoming NEET at the point of transition. Strategic collaboration and challenge at Key Stage 4 whilst the young person is considering their 16+ options avoids them being lost in the void, especially for those in need of specialist intervention such as those most vulnerable such as SEND young people.

Expanding the practice of Careers Guidance and information, advice and guidance (IAG) beyond the direct work of the NEET team could allow young people further engagement opportunities and reduce the number of officers intervening. Training SEND Officers for example, supported by the NEET Lead, could offer stability and continuity for both the young person and their family, whilst supporting preparation for adulthood (PfA) and becoming a conduit for professionals. Further professionals across children's services, particularly Social Care may further develop education, employment and training as a priority area, supporting both families and professionals alike.

There is clear evidence that engagement works, and to ensure our young people do not become entrenched NEET into adulthood it is vital that we reflect on how we support them earlier and more effectively whilst making the very best use of partnerships and council opportunities.

9 Appendix A: Scope of work for Scrutiny Task and Finish Group.

Appendix A		Scrutiny of the support and provision for young adults Not in Employment, Education or Training (NEET)	UPDATE D	25 March 2025
SUMMARY: Slough BC is responsible (page 2) for tracking and supporting young people that are NEET. This task group will review the current provision, the organisations that provide elements of it, where gaps or challenges in provision exist and for whom, and the implications of the White Paper: Get Britain Working making recommendations where appropriate.				
Scrutiny Officer	Amy O'Brien	Steering Group	MEMBERS: Cllr Hulme (Chair), Tomar, Matloob, Ajaib	
Project Lead	Cherie Sears			
Strategic Lead	Neil Hoskinson / Sue Butcher	Other stakeholders	Cllr BEDI, Colleges, businesses, local support providers, FSB Thames valley, large orgs and business	
Outcomes		Objectives	Outputs	
1. Stakeholders have access to a map of the provision for 16-25 NEETS, that includes qualifying education and apprentice type opportunities, routes to employment, where support can be found and relevant providers		Interviews with key stakeholders Service Documents	<ul style="list-style-type: none"> Customer Journey Catalogue of courses, apprentice and other in-work training opportunities, routes to employment, related support and the respective providers. Gap analysis prioritising greatest need 	
2. NEETS provision providers and SBC have access to information that could help identify possible alternative models to address challenges and maximise opportunities to meet unmet needs of young adults NEETS		Literature research Discussion with experts/orgs/evidence from other Local authorities etc Assess implications of Get Britain Working white paper	<ul style="list-style-type: none"> Review of literature and possible expert witness to identify range of options and best practice, esp for those 16+ on EHC plans and with specific educational needs. 	

3. Stakeholders have identified opportunities where joint/co-ordinated action can deliver better/more than when acting independently	Long list of alternative/joint options, models and approaches	<ul style="list-style-type: none"> Solutions to NEETS unmet provision that can be best delivered jointly or by co-ordinating more effectively
In Scope	Out of Scope	Critical Success Factors
16-18 year olds	13-16 year olds 19-25 SEND, 19+ EHCP (SEND Team)	Ability to engage key stakeholders or their reps Good body of existing literature/research

10 Appendix B – NEET Journey Flow Chart

Referrals and IAG Support Flow

Referrals Received From:

- Social Care
- Family Support Service
- Teachers
- Tracking/Data Officers (via tracking calls)

Initial Action:

All young people are offered an IAG (Information, Advice, and Guidance) Support Session.

Young Person's Response:

✓ Accepts Support

Support will Include:

- Exploring post-16 options
- Labour Market Information (LMI)
- CV writing and development
- Interview preparation
- Applications to:
 - College
 - Apprenticeships
 - Employment
 - Traineeships
- Addressing barriers to progression
- Referrals to external agencies (if necessary)

✗ Declines Support

Tracking Officers Will:

- Call every 3 months
- Send regular vacancy bulletins via email
- Monitor situation
- Check readiness to engage
- Re-offer and book IAG session if/when ready

Local Offer

🎓 Education & Training Options

Young people in Slough can access various educational and training pathways, including:

Sixth Forms & Colleges: Institutions offering A-levels and vocational qualifications.

Apprenticeships: Combining practical work experience with study.

Traineeships: Short-term programs focusing on work preparation.

Vocational Training: Skill development in specific trades or industries.

Employment & Education Support

The NEET Reduction Team offers:

- Impartial careers advice and guidance.
- Assistance with CV writing, job applications, and interview preparation.
- Connections to local employers and training providers.

Ways in to work offers:

- Assistance with CV writing, job applications, and interview preparation.
- Employment support for vulnerable adults and long term unemployed
- Since 2024 have started to support [16-18 year olds](#), previously only 19 plus.

Travel support

Slough Borough Council provides travel support to facilitate attendance at education or training placements:

Student Reduced Fare Card: Available for students aged 16-18 and those continuing a course in the 2023-24 academic year.

Concessionary Tickets: Discounted bus and train tickets for eligible students.

Travel Support from Schools and the 16-19 Bursary: Financial assistance for travel expenses.

Discretionary Support: Consideration for extenuating circumstances preventing access to education.


Youth Engagement & Personal Development

The Young People's Service, in partnership with the YES Consortium, offers:

- Information, advice, and guidance on education and career options.
- Access to work experience, apprenticeships, and volunteering opportunities.
- Personal development programs to enhance skills and confidence.

These services are available to young people aged 11–19, or up to 25 for those with special educational needs.

11 Appendix C – Stakeholder provision document

 Provision Map by Education Level

School/College	Entry Level 1	Level 1	Level 2	Level 3
BCA College	EHCP-only & Toward Independence	12 vocational courses	18 vocational courses	19 vocational courses
Langley College	Functional skills/Entry 1-3	22 vocational courses	29 vocational courses	26 vocational courses
Windsor College	Adults only (not for 16-18)	Adults only	2 vocational courses	A Levels + 36 vocational courses
Baylis Court School	No	No	No	A Levels
Beechwood School	No	No	No	A Levels + BTEC Science, Health & Social Care, Sport, IT
Ditton Park Academy	No	No	No	A Levels + BTEC Science, Business, Sport, IT
Eden Girls	No	No	No	No Sixth Form
Grove Academy	No	No	No	No Sixth Form
Herschel Grammar	No	No	No	A Levels
Langley Academy	No	No	No	A Levels + BTEC Business, Health & Social Care, Sport, IT
Langley Grammar	No	No	No	A Levels
Slough & Eton	No	No	No	A Levels + BTEC Performance Art, Sport, Health & Social Care
St Bernard's School	No	No	No	A Levels
St Josephs	No	No	No	A Levels + BTEC (Subjects TBC)
Upton Court Grammar	No	No	No	A Levels
Westgate School	No	No	No	A Levels + BTEC Health & Social Care, Criminology, Sport, Business
Wexham School	No	No	No	A Levels + BTEC IT, Sport, Applied Science, Food Science

Post-16 Provision Availability by Institution and Level

	Entry Level 1	Level 1	Level 2	Level 3
BCA College	1	1	1	1
Langley College	1	1	1	1
Windsor College	0	0	1	1
Baylis Court School	0	0	0	1
Beechwood School	0	0	0	1
Dilton Park Academy	0	0	0	1
Eden Girls	0	0	0	0
Grove Academy	0	0	0	0
Herschel Grammar	0	0	0	1
Langley Academy	0	0	0	1
Langley Grammar	0	0	0	1
Slough & Eton	0	0	0	1
St Bernards School	0	0	0	1
St Josephs	0	0	0	1
Upton Court Grammar	0	0	0	1
Westgate School	0	0	0	1
Wexham School	0	0	0	1

The above diagram shows which post-16 education levels are available at each institution.

- Darker cells (marked as 1) show where a level is offered.
- Lighter cells (marked as 0) mean that level isn't provided.

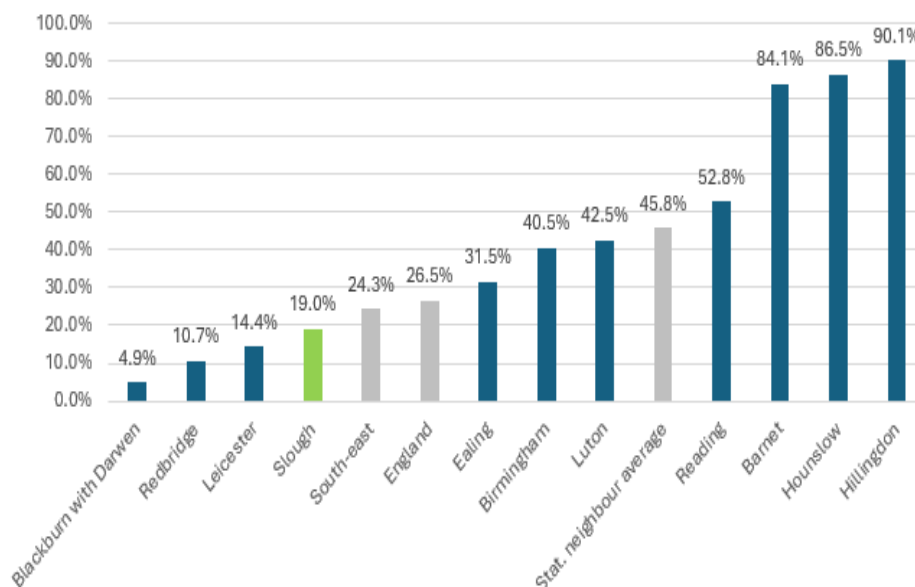
From the chart, it's clear that:

- Only BCA College and Langley College offer courses across all levels.
- Most secondary schools mainly offer Level 3 options, like A Levels or BTECs.
- Eden Girls and Grove Academy don't currently offer any post-16 provision.

12 Appendix D – Director response on move to Adult Education Services

Reasons For Moving the NEET Team to Community Learning and Skills

The team have been very successful this year and the September figures for NEET and Not Known showed Slough in a much healthier position than all but three of our Statistical Neighbours and significantly better than Reading, Hounslow and Hillingdon (see graph below).



However, it is clear that there are systemic barriers that the team currently cannot overcome around employment and late access to college courses. It is envisioned that the synergies in the team working towards education, employment and training for young adults with the work of the Community Learning and Skills Team. As the SBC team responsible for adult education, they already hold responsibility for young people 19+ and deliver this service using the budget and grant funding associated with the responsibility. They also deliver this on behalf of the Royal Borough of Windsor and Maidenhead which will give our young people further opportunities further afield. Sharing their practice, skills and contacts will deliver meaningful alternatives for young people who are unable to access education courses. At the same time, this move will allow the Virtual School Headteacher to focus on the core work of the Virtual School and the new development plan that has been designed following the NAVSH peer review earlier this year.