

Slough Borough Council

Report To:	Cabinet
Date:	16 th February 2026
Subject:	Recommendation/s to Cabinet from CISC 09/12/2025- NEETs Task & Finish Group
Councillors	Chair of CISC: Cllr Nadeem Khawar
Chief Officer:	Sukdave Ghuman, Director of Law and Governance (Monitoring Officer)
Contact Officer:	Amy O'Brien, Scrutiny and Governance Officer
Ward(s):	All
Exempt:	No
Appendices:	Report of the NEETS Task and Finish Group

1. Summary and Recommendations

- 1.1 This report sets out Cabinet's initial response to the recommendations arising from the [Corporate Improvement Scrutiny Committee's Meeting on 09/12/2025](#) on item 4 – Report of the NEETS Task and Finish Group.

Recommendation:

That the Cabinet approves the recommended responses (Table 1 Column iv) to each recommendation (Table 1, column i) with reference to the options set out in Section 2.4.

2. Report

Introduction

- 2.1 The key roles and functions of Scrutiny in Slough are set out in Article 6, Sections 2-6 of the constitution and include (6.2.ii):

“make reports and/or recommendations to the full Council and/or the Executive and/or any other Committee in connection with the discharge of any functions;”

- 2.2 Table 1 below sets out:

- i. The recommendations to Cabinet (or alternative body) agreed by CISC at its meeting on 09/12/2025
- ii. A link to the relevant source document or minutes for each recommendation.
- iii. Notes and links to any formal report to the Cabinet (either at this meeting or expected at a future meeting) that addresses the recommendations and their implementation or otherwise.

- iv. The Cabinet's recommended response;
 - v. The Relevant Cabinet Member and Director.
- 2.3 The Cabinet is asked to respond accordingly, following the options set out in Section 2.4.
- 2.4 There are five response options available to Cabinet, as set out in section 17.2 of the Overview and Scrutiny Procedure Rules:
- a. NOTE BUT **NOT** AGREE the recommendation, on the grounds that **[insert rationale]**.
 - b. NOTE AND AGREE the recommendation, or a specific part of the recommendation (noting whether action is already underway, and which named director will implement it and by what date.
 - c. NOTE but REQUEST FURTHER WORK BY OFFICERS in response to the recommendation (e.g. to evaluate options to implement and report back to cabinet for final decision by **[date]**).
 - d. NOTE but REFER the matter to Full Council or a committee for action, or an external organisation.
 - e. For recommendations relating to operational matters and therefore directed to one or more members of the CLT, the Cabinet is invited to NOTE and either ENDORSE the recommendation or CAUTION it.

Table 1. Recommendations requiring Cabinet response.

i. Scrutiny Recommendation	ii. Source of recommendation (link to CISC report/minutes)	iii. Explanatory notes provided by Cabinet Member	iv. CABINET RESPONSE (from options a-e above)	v. Name of Cabinet Member and Executive Director
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	Minutes 09/12/2025	The new NEET Reduction Policy will include KPIs and timescales to assess the effectiveness of the new approach. This will allow qualitative as well as quantitative evidence of impact to be used to scrutinise impact. If additional resource is secured this would show the additional impact. Timescales will be agreed once the team has moved but will reflect the need for rapid impact.	C NOTE but REQUEST FURTHER WORK BY OFFICERS to develop KPIs and timescales for the NEET Reduction Plan.	Cllr Puja Bedi Sue Butcher
Request that Officers review the level of resource available in the NEETs service.	Minutes 09/12/2025	The move to Adult Learning allows some synergies of staffing roles. This will be supported by a benchmarking exercise looking at the statutory requirements of the service and levels of staffing in similar LAs.	E This is an Operational Matter that is ENDORSED by Cabinet.	Cllr Puja Bedi Sue Butcher
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.	Minutes 09/12/2025	This has correctly been seen as a key action to support the new NEET Reduction Policy and will allow additional resource to support young people with Information, Advice and Guidance. This will be informed by the benchmarking above.	B NOTE AND AGREE the recommendation	Cllr Puja Bedi Sue Butcher
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.	Minutes 09/12/2025	New housing developments could include additional S106 funding for the NEET Reduction Policy. A review of the regulations will identify opportunities.	C NOTE but REQUEST FURTHER WORK BY OFFICERS to explore options for S106 Funding.	Cllr Puja Bedi Sue Butcher

Explore whether opportunities for NEETs can be considered within social value scoring when tender documents are reviewed.	Minutes 09/12/2025	Social value could include opportunities for work experience and employment for NEET young people in new LA contracts.	C NOTE but REQUEST FURTHER WORK BY OFFICERS to explore options for social value opportunities.	Cllr Puja Bedi Sue Butcher
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.	Minutes 09/12/2025	The move to Adult Learning will allow the NEET team to take advantage of their relationship with the Economic Development Team and the Skills Plan. This will include the local employer forum and businesses.	B NOTE AND AGREE the recommendation	Cllr Puja Bedi Sue Butcher
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.	Minutes 09/12/2025	The NEET team have established a fortnightly reporting schedule that includes headline figures for 'NEET', 'Not Known' and the 'Combined' rate compared to previous years and local and national comparators. This will allow more detailed reporting on a termly basis.	B NOTE AND AGREE the recommendation	Cllr Puja Bedi Sue Butcher
That officers consider whether measures to improve outcomes for children at risk of not being in education, training or employment can be included in the next iteration of the Local Plan.	Minutes 09/12/2025	The NEET Reduction Plan aims to widen the approach to NEET reduction and the Local Plan would be an opportunity to embed the approach in a range of areas. Currently the NEET work is more isolated from other teams.	C NOTE but REQUEST FURTHER WORK BY OFFICERS to explore opportunities for wider partnership working for the Local Plan.	Cllr Puja Bedi Sue Butcher
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.	Minutes 09/12/2025	As stated above, there is an established schedule of reporting against KPIs and comparators which will support assessment of the impact of the move of the service to Adult Learning.	B NOTE AND AGREE the recommendation	Cllr Puja Bedi Sue Butcher