

**Supplement to the agenda for**

# **Children and Young People Scrutiny Committee**

**Tuesday 6 October 2026**

**2.00 pm**

**Conference Room 1 - Herefordshire Council, Plough Lane  
Offices, Hereford, HR4 0LE**

The main report and Appendix 1 have been revised since publication of the agenda to ensure full compliance with GDPR requirements. A map contained in Table 4.1 of the original Appendix 1 has been removed, together with all references to that table in the main report. This supplement includes the revised main report, the revised Appendix 1, and the original Appendix 2.

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| <b>8. CHILDREN AND YOUNG PEOPLE NEET</b> | <b>3 - 30</b> |





# Title of report: Not in Education, Employment or Training – Herefordshire Update

**Meeting: Children and Young People Scrutiny Committee**

**Meeting date: October 6<sup>th</sup>, 2026**

**Report by: Liz Farr, Service Director, Education, Learning and Skills**

**Classification**

**OPEN**

**Report purpose:**

**To provide the Children and Young People Scrutiny Committee with an overview of Herefordshire current not in education, employment or training (NEET) figures**

- Impact of data updates on NEET average figures
- Overview of focussed service action plan with milestones

## **1: Background**

### **1a. What is NEET?**

**NEET** stands for **Not in Education, Employment or Training**. It describes young people who are not participating in:

- Full-time or part-time education;
- Employment; or
- Government-supported training, apprenticeships or other recognised learning.

Monitoring NEET levels is important because young people who are NEET can be at greater risk of poor educational, employment and health outcomes in the longer term.

### **1b. What is "Not Known"?**

Not Known (NK) refers to young people whose current participation status cannot be confirmed by a local authority. The authority is therefore unable to determine whether they are:

- In education;

- In employment or training; or
- NEET.

As a local authority we have a statutory duty to track the participation of 16- and 17-year-olds. A high "Not Known" figure indicates issues with tracking arrangements rather than necessarily higher levels of NEET.

### **1c. What constitutes participation?**

Participation refers to a young person's involvement in education, employment or training (EET). As a local authority we have a statutory duty to monitor the participation of 16- and 17-year-olds and record whether they are participating, NEET, or Not Known. Participation data is used nationally to measure how successfully young people are engaging in learning and preparing for employment.

**EET** describes young people who are actively engaged in one or more of the following:

- Full-time or part-time education;
- Employment (with or without accredited training);
- Apprenticeships;
- Traineeships or other recognised training programmes.

Young people recorded as EET are considered to be participating and therefore are not classified as NEET.

## **2: Meeting objectives**

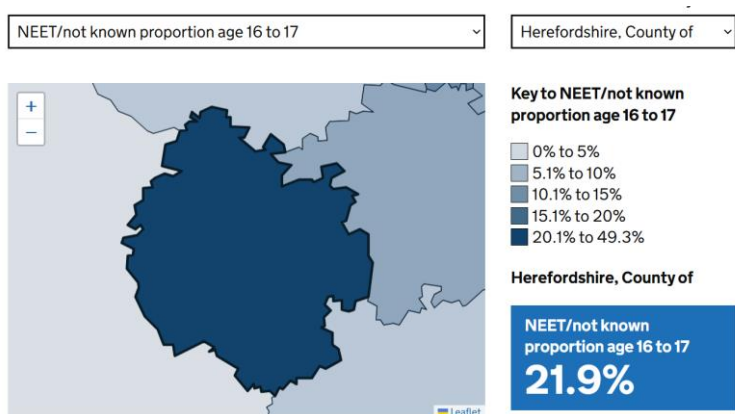
- Why are Herefordshire's NEET figures comparatively poor?
- Which young people are most affected?
- What is being done to improve outcomes?
- Is the current system delivering effective results and value for money?

## **Report information**

The Department for Education publishes regular participation, NEET and Not Known figures for each local authority.

Herefordshire's most recent published combined NEET and Not Known figure for 16- and 17-year-olds is currently 21.9%, placing the authority within the lowest-performing category nationally. This data relates to the 'annual published outturn' and is the aggregation of December/ January and February data sets. However, analysis indicates that the position is significantly influenced by the number of young people recorded as Not Known rather than confirmed NEET. A substantial proportion of these young people are expected to be participating in education, employment or training but have not yet had their destinations verified through the participation tracking process.

[Release home - Participation in education, training and NEET age 16 to 17 by local authority - Explore education statistics - GOV.UK](#)



The published Herefordshire NEET and Not Known figures are higher than we would like, primarily because of limited participation tracking capacity, rather than evidence of unusually high numbers of young people who are disengaged from education, employment or training. In July 2026 there were 322 young people recorded as "Not Known" this rose to 337 in August 2026. The reason for the high numbers is linked to staffing challenges within the tracking function, including a six-month vacancy, followed by the absence of a dedicated tracking officer due to maternity leave, and a role that has historically operated with only 18.5 hours per week. These capacity issues have reduced the ability to make timely contact with young people and confirm their destinations, resulting in a larger proportion being recorded as "Not Known".

**Please see appendix 1 Data Pack:**

**Cohort characteristics analysis of Yr 12-13 young people recorded as NEET (Not in Education, Employment or Training) and those recorded as Not Known: May-August 2026**

Source: NCCIS monthly LA Tables

**Benchmarking data: National, regional and statistical neighbours. Percentage of Yr 12-13 NEET and Not Known: May-July 2026**

Source: NCCIS monthly Statistical Neighbours

**KS4 Destinations for young people leaving AP: 2020-21, 2021-22 and 2022-23 leavers**

Source: <https://explore-education-statistics.service.gov.uk/find-statistics/key-stage-4-destination-measures/2023-24>

**Longer term destinations of young people leaving AP, 1yr, 3yrs and 5 yrs after leaving KS4**

Source: <https://explore-education-statistics.service.gov.uk/find-statistics/longer-term-destinations/2023-24>

**Outcomes for 2025-6 Section19 AP cohort at the end of Yr11**

Attendance & Engagement in Education Officer

**Snapshot deprivation analysis of Yr 12-13 young people recorded as NEET (Not in Education, Employment or Training) and Not Known, based on home postcode: August 2026**

Source: NCCIS monthly LA Tables

### **3: Safeguarding and the 'Unknown cohort'**

Local Authorities do not have a specific safeguarding duty solely because a young person is NEET or Not Known. However, LAs retain statutory safeguarding responsibilities for all children under 18, and young people whose whereabouts are unknown are potentially more at risk of wider safeguarding issues. As set out in appendix 1 the Herefordshire Not Known Figure has been high, to address this a recovery plan was put in place in July 2026.

#### **Please see appendix 2: Herefordshire Not Known Recovery Plan**

The Herefordshire Not Known Recovery Plan sets out the agreed actions to reduce the number of young people whose status is unknown. These include:

- Review all young people currently recorded as Not Known to establish an accurate participation status.
- Recruit maternity cover for the participation tracking function to restore dedicated tracking capacity.
- Increase staffing capacity by a further 0.5 FTE, subject to financial approval, to improve sustainability of the service.
- Introduce a structured induction and training programme for new tracking staff.
- Establish weekly tracking reviews during the autumn term to ensure young people's records are updated more quickly.
- Develop an online self-update facility and webpage so young people can directly provide participation information.
- Make greater use of destination, provider and participation data to validate information and confirm destinations.
- Monitor performance through regular Senior Leadership Team reviews and formal reports to Department for Education (DfE).

The plan aims to achieve a 50% reduction in the number of young people recorded as Not Known during Autumn 2026 and to bring Herefordshire's performance into line with comparable local authorities by January 2027.

#### **3a: What is the impact on the NEET and EET figure of reducing Not Knowns**

Reducing the Not Known (NK) figure enables Herefordshire to produce a more accurate NEET and EET figures because young people recorded as Not Known have an unconfirmed participation status and may be either participating in education, employment or training (EET) or be NEET. When a significant number of young people are recorded as Not Known, it is difficult to understand the true level of engagement and disengagement within the county. By strengthening tracking arrangements, making better use of provider and destination data, increasing staffing capacity and improving contact with young people, we can confirm the actual status of those currently recorded as Not Known. This reduces uncertainty within the data and provides a more reliable picture of how many young people are genuinely NEET and how many are participating. Improved tracking therefore strengthens the accuracy of both the Not Known and NEET

measures, enabling resources and support to be targeted more effectively towards those young people who need them most.

Since implementation of the recovery plan, officers have undertaken a detailed review of young people recorded as Not Known and strengthened tracking arrangements. As participation statuses are confirmed, young people are moved into either EET or NEET categories. This improves data accuracy and provides a more reliable understanding of the actual level of need across the county. Changes in the NEET figure during this period are likely therefore to reflect improved tracking and data quality rather than changes in the number of young people disengaged from education, employment or training.

Progress against the action plan:

| Action                                                        | Target Date    | Progress                                                                                                                                    |
|---------------------------------------------------------------|----------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| Review all Not Known cases                                    | July 2026      | Completed                                                                                                                                   |
| Submit DfE Recovery Plan                                      | August 2026    | Completed                                                                                                                                   |
| Recruit maternity cover                                       | August 2026    | Completed                                                                                                                                   |
| Staff induction and training                                  | September 2026 | Member of staff recruited to cover maternity leave starts 4 September. Initial training and induction completed in advance.                 |
| 50% reduction in number of young people recorded as Not Known | 31 August 2026 | Achieved                                                                                                                                    |
| Weekly tracking reviews                                       | Autumn 2026    | In progress                                                                                                                                 |
| Online self-update portal                                     | Autumn 2026    | In progress, dedicated email account set up<br><a href="mailto:Post16Tracking@herefordshire.gov.uk">Post16Tracking@herefordshire.gov.uk</a> |
| Additional 0.5 FTE capacity                                   | Autumn 2026    | Pending approval                                                                                                                            |
| October performance review                                    | October 2026   | Scheduled                                                                                                                                   |
| January impact review                                         | January 2027   | Planned                                                                                                                                     |

In brief:

**June 2026** Not Knowns 8% (322) NEET 6.1% (246)

**July 2026** Not Knowns 8.4% (337) NEET 6.3% (252)

**August 2026** Not Knowns 4.2% (167) NEET 7.1% (287)

#### 4: Understanding who becomes NEET and why

Using the data pack included in Appendix 1: the data demonstrates that NEET outcomes in Herefordshire are not evenly distributed across the population and are strongly associated with additional vulnerabilities, special educational needs, care experience, youth justice involvement and deprivation.

#### **4a: Main risk factors and predictors of becoming NEET**

The strongest predictors evident within the Herefordshire cohort are:

##### **1. Youth Justice involvement**

Young people supervised by the Youth Offending Team have the highest NEET rate recorded in the dataset.

- 7 of 13 young people supervised by YOT were NEET (53.8%).
- A further 2 young people were recorded as Not Known.
- Overall, 69.2% were either NEET or Not Known.

This suggests that involvement with the youth justice system remains one of the strongest indicators of disengagement from education, employment and training.

##### **2. Care leavers**

Care experience is also a significant predictor.

- 25% of care leavers were NEET.
- A further 4.2% were Not Known.
- Nearly 30% were NEET or Not Known combined.

##### **3. SEND**

Educational needs remain a significant contributing factor.

- 15.2% of young people with an EHCP were NEET.
- 16.4% were either NEET or Not Known.
- 9.4% of young people receiving SEN Support were NEET.
- 12.6% of SEN Support pupils were NEET or Not Known.
- The data indicates that SEND learners remain disproportionately represented within the NEET cohort.

##### **4. Mental health**

Although numbers are small, the data suggests a strong association between mental health needs and NEET status.

- 62.5% of young people identified as having mental health needs were NEET.

#### **4b: Early identification of young people at risk**

DFE Risk of NEET Indicators has identified several groups that are more likely to become NEET, these groups are targeted by schools and prioritised for early intervention before they become NEET:

#### **Priority cohorts**

- Persistent absence or poor attendance
- Low educational attainment
- Fixed-term or permanent exclusion
- Young people with EHCPs.
- Young people receiving SEN Support.
- Care leavers.
- Looked After Children.
- Young people supervised by YOT.
- Young people with identified mental health needs.
- Pupils attending Alternative Provision or the Pupil Referral Service.
- Eligibility for Free School Meals or other indicators of disadvantage
- Children in Need, Child Protection Plans, or Care Experienced young people
- Behaviour concerns and disengagement from learning
- Young carers
- Young parents
- Housing instability or homelessness
- Limited career readiness, aspirations, or transition planning

#### **4c: The role of deprivation and rurality**

##### **Deprivation**

August 2026 analysis shows a clear relationship between deprivation and NEET status.

For young people recorded as NEET:

- 45.6% lived in the 50% most deprived areas nationally.
- Only 17.4% lived in the least deprived 10% of areas nationally.

For young people recorded as Not Known:

- 46.0% lived in the 50% most deprived areas nationally.
- Only 6.1% lived in the least deprived 10% of areas nationally. The concentration of both NEET and Not Known young people in more deprived communities suggests that socio-economic disadvantage is an important underlying driver.

#### **4d: Rurality and transport barriers**

The geographic mapping included within appendix 1 shows that NEET and Not Known young people are dispersed across the county rather than concentrated solely within Hereford city.

This is significant for Herefordshire because:

- Post-16 providers are concentrated in a relatively small number of locations.
- Many rural communities have limited public transport services.
- Travel costs can be a barrier for young people from lower-income households.
- Limited transport can restrict access to apprenticeships, work experience and employment opportunities. In addition, access to apprenticeships, work experience, and employment can be restricted by limited public transport and the cost of travel.

The evidence therefore suggests that deprivation and rurality likely interact. Young people living in more deprived rural communities may experience a "double disadvantage", where economic barriers combine with transport and connectivity challenges. Whilst data does not quantify the exact impact of transport on NEET outcomes, it provides a strong rationale of the inter linking with other elements of deprivation.

## **5. Progression Pathways, Prevention and Wider System Working**

Herefordshire Council provides targeted support for young people aged 16 to 24 who are Not in Education, Employment or Training (NEET) through the Youth Employment Hub (YEH) working in partnership with the Department for Work and Pensions (DWP). The Hub offers personalised advice and guidance to help young people overcome barriers to participation and move into education, employment, training, apprenticeships or other positive destinations. Support includes one-to-one careers advice and coaching, assistance with job searching and applications, CV writing, interview preparation, Workshops covering confidence building, wellbeing, money management, employability skills and sector specific employment, signposting to training opportunities, and support to access wider services where required.

The YEH officially opened in February 2025 during National Apprenticeship week. In its first year it was jointly funded by a DWP grant of £98,469 and 50% match funded by UK Shared Prosperity Fund which funded a YEH co-ordinator and 2 x FTE Careers and Employment coaches and premises, training and delivery costs. We recruited a further coach in September 2025 to meet demand and complexity of need.

Funding must be applied for annually and is subject to performance and therefore no guarantee of continuation. The council's match funding for the first 18 months has been from UKSPF which is no longer available and is now being funded via Herefordshire Enterprise Zone (HEZ) for 12 months. DWP has confirmed agreement of funding £193k for a further 12 months start date to be agreed. This will fund the YEH co-ordinator and 3 x career and employment coaches. HEZ funding will be used to fund an additional coach, an apprentice, a post 16 adviser, premises and running costs. Match funding is also provided by the NEET data officer and part of the Skills Officer post within the Growth Hub. The increase in funding and staffing reflects DWP requirements, increased targets and breadth of delivery including delivery in Ross-on-Wye and Leominster.

The YEH operates from a premises in Blueschool Street which due to increase in demand and despite outreach work is no longer fit for purpose. We are also seeing increased demand from partners such as the police prevent meetings, social workers and others requesting to meet young people at the Hub. We also need to increase workshop and training delivery, which the current premises is not big enough to accommodate. We are looking to move to Maylord

Orchards, but this is on hold at present and therefore we are exploring the possibility of moving into Franklin Barnes ground floor only.

The Hub has successfully embedded co-production, ensuring young people shape its design and delivery, and has built strong partnerships with local organisations and employers.

Since opening, the YEH has continued to expand its partnership network, establishing and building on relationships with further education and training providers and organisations including the Waterworks Museum, Close House, John Finch Computers, Melo-Onside, MIND, FCC Environment, M Group, The Veteran's Café, National Star, Larruperz Centre in Ross-on-Wye, Rural Media, The Lemner and many others. These partners support outreach delivery, enhance the range of progression opportunities, and help ensure support remains relevant.

The Youth Employment Hub has established regular drop-in sessions at Bright Beginnings and Futures, supported accommodation services for care-experienced young people. These sessions provide tailored support to help participants develop their CVs, explore employment and work experience opportunities, and build essential pre-employability skills. Beyond practical guidance, the drop-ins also focus on fostering confidence, resilience, and positive social connections, ensuring that care-experienced young people feel supported as they prepare to transition into education, training, or employment. This ongoing engagement has strengthened the Hub's ability to reach vulnerable young people within their communities and provide person-centered support that meets their individual needs.

Performance - The YEH has supported over 400 young people to date and also maintain a waiting list due to capacity. The YEH exceeded the DWP first year target to engage with 200 young people claiming universal credit by 25%. All 250 Universal Credit claimants received an agreed action plan and over 30% moved into sustained employment or education. Some participants due to complexity of need are still being supported. Participants reported increased work readiness, employability/essential skills, motivation and self-confidence. In addition, the YEH works with young people who are not DWP claimants.

Several focus groups have been held with young people who have shared that transport availability and costs are a barrier to participation especially in such a rural area and within the city, lack of employment opportunities at career entry level, apprenticeship opportunities, lack of feedback from employers following job application and that more needs to be done at school to prepare them for adulthood and employment, such as tailored careers advice and guidance. Some young felt that their SEND support needs such as dyslexia and later diagnosis of Autism and ADHD has been barrier to them because they have not received the timely support that they need. Further focus groups are planned.

The careers and employment coaches have reported that the young people they are supporting need encouragement, holistic wrap around support, stronger social connections, and to build greater resilience, alongside more opportunities from employers to experience the workplace, develop confidence, and see a positive future in employment.

The following are quotes from partners and young people providing examples of impact of the YEH.

"The Hub helped me realise that learning doesn't stop after school and guided me towards volunteering as a way to gain experience while working on my driving and job search. I started at the Waterworks Museum in Hereford, where I now help create promotional materials showcasing the museum's engines, pumps, boilers, and history. I'd recommend the Youth Employment Hub and their supportive staff to anyone unsure of their first steps." CK, Young Person

"Introducing me to boxing... has significantly improved my fitness which has also helped me with my mental health and how I feel about myself, as I always feel quite happy and great about myself after I've finished the boxing session which is really good. The boxing has also allowed me to come out my comfort zone by introducing me to new people in a environment that I've never really been in before." WF, young person

The Youth Employment Hub has been very helpful due to the hub being a safe space to go to when I've been feeling down and unhappy about myself, as everyone there is always willing to help and provide support, such as completing a referral with Hereford mind which was really helpful as I don't I would've been able to do it myself, helping me contact the doctors, coming with me to the doctors appointment to help reduce my anxiety and feel more calm and relaxed, providing techniques that I can use to help reduce stress and anxiety when doing something new." TH, young person

"The team at the Youth Employment Hub have been fantastic partners in supporting the young people in our care. They have worked closely with us to help our young people build confidence, develop their CVs, and explore meaningful employment and work experience opportunities. Their approach has been professional, compassionate, and genuinely youth focused. In particular, they have provided invaluable support to a young person who was facing other personal challenges, offering a safe space, understanding, and trusted guidance from friendly professionals. Their commitment and care have made a real difference." Charlie, Support Worker, Bright Beginnings

"The Youth Hub continue to provide outstanding support to young adults across Herefordshire, making a positive and significant difference to those who attend, Bex and the team are engaging and passionate about supporting some of our most disadvantaged and difficult to reach young adults. It is a pleasure to work in partnership with South Wye Police Boxing Academy." Vince McNally MBE, South Wye Boxing

#### What DWP Job Centre Plus Coaches Say About the Hub

"The tailored support available is really good and very helpful to customers."

"The smaller and quieter building works well with our vulnerable customers."

"Feedback from our customers has been really positive; they enjoy the quieter space and find the Employment and Careers Coaches there really supportive and listen to them."

"Feedback on the workshops has been very positive, and a couple of customers that don't even leave the house have been attending."

Further information is available through the **Youth Employment Hub**:

<https://www.herefordshire.gov.uk/youth-employment-hub>

Herefordshire Council also works closely with schools, colleges, training providers and partner organisations to identify young people at risk of becoming NEET and provide early intervention and tailored support. Alongside this, the Not Known Tracking Improvement Action Plan strengthens tracking arrangements so that young people who are not participating can be identified quickly and offered appropriate support to re-engage in learning or employment.

Following a recent review of need the LA have worked with a local post 16 college to develop a new ESOL course for 16- to 19-year-olds for whom English is not their first language, and in addition a new Supported Internship programme has which started in September 2026.

The Marches Careers Hub plays a key role in supporting young people in Herefordshire to progress into Education, Employment and Training (EET) by bringing together schools, colleges, employers and local partners to improve careers education and create meaningful links between learning and the world of work. The Hub supports education providers to deliver high-quality careers programmes aligned to the Gatsby Benchmarks, ensuring that young people have access to impartial careers guidance, labour market information, encounters with employers, and information about a wide range of progression pathways, including apprenticeships, further education and employment opportunities. Through its partnership with local businesses, the Careers Hub helps young people develop the knowledge, skills and confidence needed to make informed decisions about their futures, reducing the risk of becoming NEET and supporting successful transitions into sustained education, training and employment. Its overarching aim of linking business with education helps ensure that young people are prepared for the fast-changing world of work while meeting the skills needs of the local economy.

#### [About Us - Supporting Herefordshire, Shropshire and Telford & Wrekin](#)

Herefordshire Council receives a grant from Shropshire Council as the accountable body for the Marches Careers Hub to co-fund the Enterprise Co-ordinator for Herefordshire. The Council provides 50% of the match funding of circa. £20k for the period September to August.

In addition to targeted support through the Youth Employment Hub and Careers Hub, several strategic developments are strengthening Herefordshire's ability to prevent young people from becoming NEET. The Herefordshire SEND Reform Plan is focused on improving early identification of need, increasing inclusion, and ensuring that children and young people receive the right support at the right time. Alongside this, the Children and Families Wellbeing Bill places greater emphasis on early intervention and integrated support for all children and families, helping to address barriers to learning and participation before they escalate.

The Council's plans to re-site and further develop the Herefordshire Pupil Referral Service will also increase access to high-quality specialist provision and targeted interventions for vulnerable learners. Collectively, these developments support pupils earlier in their educational journey, improve engagement with learning, raise aspirations, and enable young people to make more informed decisions about their post-16 education, employment and training (EET) pathways. By strengthening support before a young person disengages from education, these reforms are expected to reduce the number of young people who subsequently become NEET.

Herefordshire Enterprise Zone funding has been invested in a number of bursaries for Herefordshire Young People studying Higher Education courses at NMITE, Hereford College of Arts and Herefordshire, Ludlow and North Shropshire College.

Herefordshire Council adult and community learning service delivers adult skills programmes to those aged 19 plus including English and ESOL qualifications and courses aimed at increasing employability and independence skills.

The Connect to Work programme funded by DWP is being delivered within the YEH providing up to 12 months support for young people aged 18 plus who are NEET where they have complex barriers to employment, including disabilities, health conditions, learning difficulties, mental health challenges, care experience, or other significant barriers to entering work. It is a voluntary programme that offers intensive and personalised employment support to help people prepare for, secure and sustain employment.

Government post-16 reforms (2025) seek to create a more responsive and integrated education and skills system that meets employer demand, supports economic growth and improves opportunities for young people and adults. Key reforms include strengthening technical education pathways by introducing V levels and widening T level sectors and introducing 2 new level 2 pathways, aligning provision with Local Skills Improvement Plans, reducing NEET levels through the Youth Guarantee, and improving integration between employment support and skills provision. These reforms provide potential opportunities for Herefordshire to enhance progression into employment, apprenticeships and higher-level skills training while addressing local workforce shortages.

#### [New V levels and post-16 qualifications explained – The Education Hub](#)

A Skills Development Officer has been recruited to join the Growth team and will play a key role in strengthening pathways into employment for young people by working with employers, schools, colleges, training providers and employment support agencies. The role will help identify and develop work experience placements, promote apprenticeship opportunities and support employer engagement to increase the number of opportunities available to young people. This will include coordinating activity through the Youth Employment Hub, ensuring young people can access careers guidance, work tasters, sector-based experiences, apprenticeships and other employment and skills programmes aligned to local labour market demand.

The Department for Work and Pensions is leading a range of initiatives to tackle youth unemployment, including the Youth Guarantee, apprenticeships, Skills Bootcamps and enhanced Jobcentre Plus support. These programmes aim to reduce the number of young people who are not in education, employment or training (NEET) by providing tailored employment support, skills development, work experience and progression into sustainable employment. The Growth Hub and the Youth Employment Hub is working with employers and key stakeholders to maximise these opportunities in Herefordshire.

#### Key Employer Initiatives

- **Youth Jobs Grant:** Employers receive a £3,000 Youth Jobs Grant when they recruit an eligible young person to a job registered with the scheme who is aged 18–24, has been on Universal Credit for six months or more, and works at least 25 hours a week.
- **Jobs Guarantee Placements:** For employers, the scheme provides a fully funded six-month job placement, alongside support to help both the employer and the young person succeed. This covers eligible 18–24-year-olds unemployed on Universal Credit for 18 months, covering 100% of costs for up to 25 hours a week.
- **Apprenticeships:** £2,000 Apprenticeship hiring payment for smaller businesses (non-levy employers), in England, taking on a new apprentice aged 16 to 24, as part of a drive to create 50,000 more apprenticeships for young people, available from October 2026.
- Fully funded apprenticeship training for smaller businesses (non-levy employers) for apprentices aged 16 to 24-year-olds from August 2026.

Further information on these initiatives and others [Recruit the right people with Jobcentre Plus](#)

## 6: Resources, Investment and Value for Money

There are funding implications to continue the YEH, Careers Hub and an additional 0.5 post to better manage the post 16 tracking statutory role that we as an LA hold. We are reliant on officers trying to find funding annually to keep the Youth Employment Hub services operating which is hard in the current climate and is not a sustainable model.

The Careers Hub Enterprise Co-ordinator is employed on a fixed term rolling contract and 50% match funded by the Council. Match funding required is £20,000.00 which covers salary for 2026/2027 financial year.

The YEH officially opened in February 2025 and in its first year it was jointly funded by a DWP grant of £98,469 and 50% match funded by UK Shared Prosperity Fund which funded a YEH co-ordinator and 2 x FTE Careers and Employment coaches on a fixed term rolling contract and premises, training and delivery costs. We recruited a further coach in September 2025 to meet demand and complexity of need. The council's match funding for the first 18 months from UKSPF is no longer available.

Funding must be applied for annually subject to performance and therefore there is no guarantee of continuation. Year 2 YEH funding grant from DWP is £193k and will fund the salaries of the YEH co-ordinator and 3 careers and employment coaches. The council's 50% match funding has been allocated from the Herefordshire Enterprise Zone budget and will employ an additional employment and careers coach, an apprentice, a part-time post 16 adviser and premises and delivery costs. The increase in funding and staffing reflects DWP requirements, for increased targets and breadth of delivery including in Ross-on-Wye and Leominster.

Currently we have one 0.4 FTE officer who is tracking the post 16 cohort (approx. 4200 young people) at a cost of £17532, this is funded via the Dedicated Schools Grant (School Improvement).

### **Consultees**

1. N/A

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# Appendix 1: Data Pack

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**Table 1: Cohort characteristics analysis of Yr 12-13 young people recorded as NEET (Not in Education, Employment or Training) and those recorded as Not Known: May-August 2026**

|            |                             | Looked after / In care | Caring for own child | Care Leaver | Supervised by YoT | Pregnancy | EHCP  | Teenage Mothers | SEN Support | Mental Health |
|------------|-----------------------------|------------------------|----------------------|-------------|-------------------|-----------|-------|-----------------|-------------|---------------|
| 01/05/2026 | Cohort Total                | 48                     | 4                    | 13          | 13                | 1         | 256   | 4               | 652         | 8             |
|            | NEET Group                  | 7                      | 4                    | 3           | 6                 | 1         | 34    | 4               | 57          | 5             |
|            | Current situation not known | 3                      | 0                    | 1           | 1                 | 0         | 11    | 0               | 19          | 0             |
|            | Not Known %                 | 6.2%                   | 0                    | 7.7%        | 7.7%              | 0         | 4.3%  | 0               | 2.9%        | 0             |
|            | NEET %                      | 14.6%                  | 1                    | 23.1%       | 46.2%             | 1         | 13.3% | 1               | 8.7%        | 62.5%         |
|            | NEET + Not Known %          | 20.8%                  | 1                    | 30.8%       | 53.8%             | 1         | 17.6% | 1               | 11.7%       | 62.5%         |
|            |                             |                        |                      |             |                   |           |       |                 |             |               |
| 01/06/2026 | Cohort Total                | 44                     | 4                    | 18          | 13                | 1         | 259   | 4               | 652         | 8             |
|            | NEET Group                  | 7                      | 4                    | 3           | 6                 | 1         | 34    | 4               | 57          | 5             |
|            | Not known in numbers        | 4                      | 0                    | 5           | 1                 | 0         | 19    | 0               | 25          | 1             |
|            | Not Known as % of cohort    | 9.1%                   | 0                    | 27.8%       | 7.7%              | 0         | 7.3%  | 0               | 3.8%        | 12.5%         |
|            | NEET %                      | 15.9%                  | 1                    | 16.7%       | 46.2%             | 1         | 13.1% | 1               | 8.7%        | 62.5%         |
|            | NEET + Not Known %          | 25.0%                  | 1                    | 44.4%       | 53.8%             | 1         | 20.5% | 1               | 12.6%       | 75.0%         |
|            |                             |                        |                      |             |                   |           |       |                 |             |               |
| 01/07/2026 | Cohort Total                | 44                     | 4                    | 18          | 13                | 1         | 258   | 4               | 652         | 8             |
|            | NEET Group                  | 7                      | 4                    | 4           | 6                 | 1         | 34    | 4               | 58          | 5             |
|            | Current situation not known | 4                      | 0                    | 1           | 1                 | 0         | 19    | 0               | 26          | 2             |
|            | Not Known %                 | 9.1%                   | 0                    | 5.6%        | 7.7%              | 0         | 7.4%  | 0               | 4.0%        | 25.0%         |
|            | NEET %                      | 15.9%                  | 1                    | 22.2%       | 46.2%             | 1         | 13.2% | 1               | 8.9%        | 62.5%         |
|            | NEET + Not Known %          | 25.0%                  | 1                    | 27.8%       | 53.8%             | 1         | 20.5% | 1               | 12.9%       | 87.5%         |
|            |                             |                        |                      |             |                   |           |       |                 |             |               |
| 01/08/2026 | Cohort Total                | 41                     | 4                    | 24          | 13                | 2         | 256   | 4               | 652         | 8             |
|            | NEET Group                  | 6                      | 4                    | 6           | 7                 | 2         | 39    | 4               | 61          | 5             |
|            | Current situation not known | 2                      | 0                    | 1           | 2                 | 0         | 3     | 0               | 21          | 0             |
|            | Not Known %                 | 4.9%                   | 0                    | 4.2%        | 15.4%             | 0         | 1.2%  | 0               | 3.2%        | 0             |
|            | NEET %                      | 14.6%                  | 1                    | 25.0%       | 53.8%             | 1         | 15.2% | 1               | 9.4%        | 62.5%         |
|            | NEET + Not Known %          | 19.5%                  | 1                    | 29.2%       | 69.2%             | 1         | 16.4% | 1               | 12.6%       | 62.5%         |

Table 1: Cohort characteristics analysis of Yr 12-13 young people recorded as NEET (Not in Education, Employment or Training) and those recorded as Not Known: May-August 2026

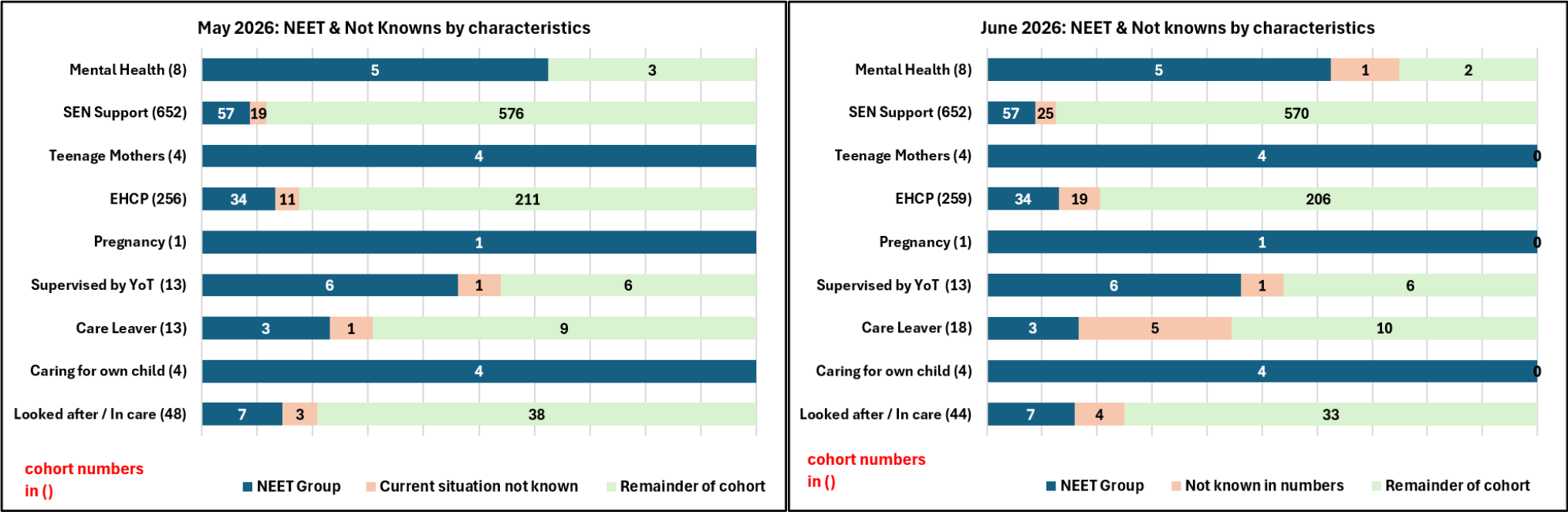
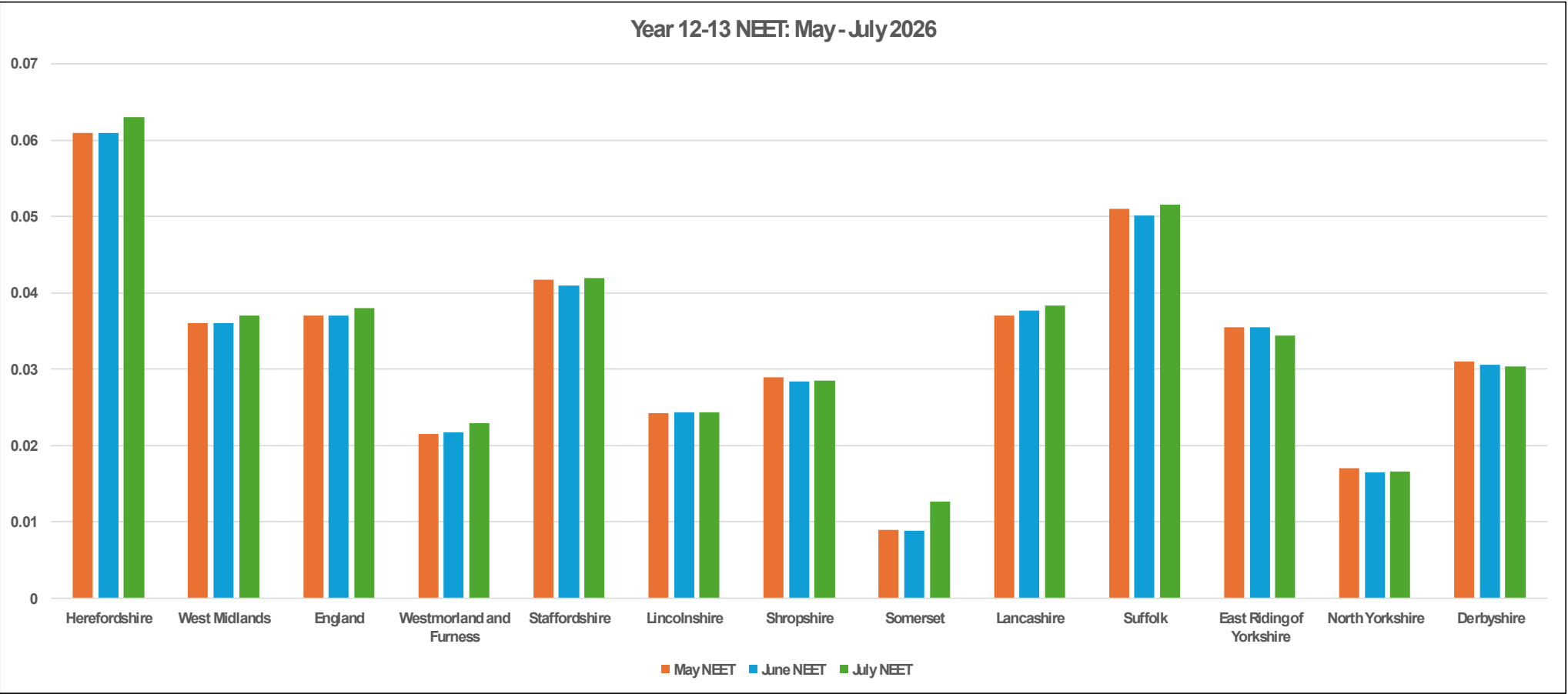


Table 2: Benchmarking data: National, regional and statistical neighbours. Percentage of Yr 12-13 NEET and Not Known: May-July 2026

|                          | May  |           | June |           | July |           |
|--------------------------|------|-----------|------|-----------|------|-----------|
| Local Authority          | NEET | Not known | NEET | Not known | NEET | Not known |
| Herefordshire            | 6.1% | 7.4%      | 6.1% | 8.0%      | 6.3% | 8.4%      |
| West Midlands            | 3.6% | 1.5%      | 3.6% | 1.5%      | 3.7% | 1.6%      |
| England                  | 3.7% | 2.0%      | 3.7% | 2.0%      | 3.8% | 2.3%      |
| Westmorland and Furness  | 2.2% | 0.9%      | 2.2% | 0.9%      | 2.3% | 0.7%      |
| Staffordshire            | 4.2% | 1.0%      | 4.1% | 1.0%      | 4.2% | 1.1%      |
| Lincolnshire             | 2.4% | 10.3%     | 2.4% | 9.8%      | 2.4% | 9.7%      |
| Shropshire               | 2.9% | 0.4%      | 2.8% | 0.4%      | 2.9% | 0.4%      |
| Somerset                 | 0.9% | 19.1%     | 0.9% | 18.1%     | 1.3% | 17.2%     |
| Lancashire               | 3.7% | 1.3%      | 3.8% | 1.4%      | 3.8% | 1.3%      |
| Suffolk                  | 5.1% | 0.7%      | 5.0% | 1.5%      | 5.2% | 2.6%      |
| East Riding of Yorkshire | 3.5% | 0.5%      | 3.5% | 0.5%      | 3.4% | 0.8%      |
| North Yorkshire          | 1.7% | 1.7%      | 1.7% | 1.7%      | 1.7% | 1.6%      |
| Derbyshire               | 3.1% | 1.1%      | 3.1% | 1.0%      | 3.0% | 1.1%      |

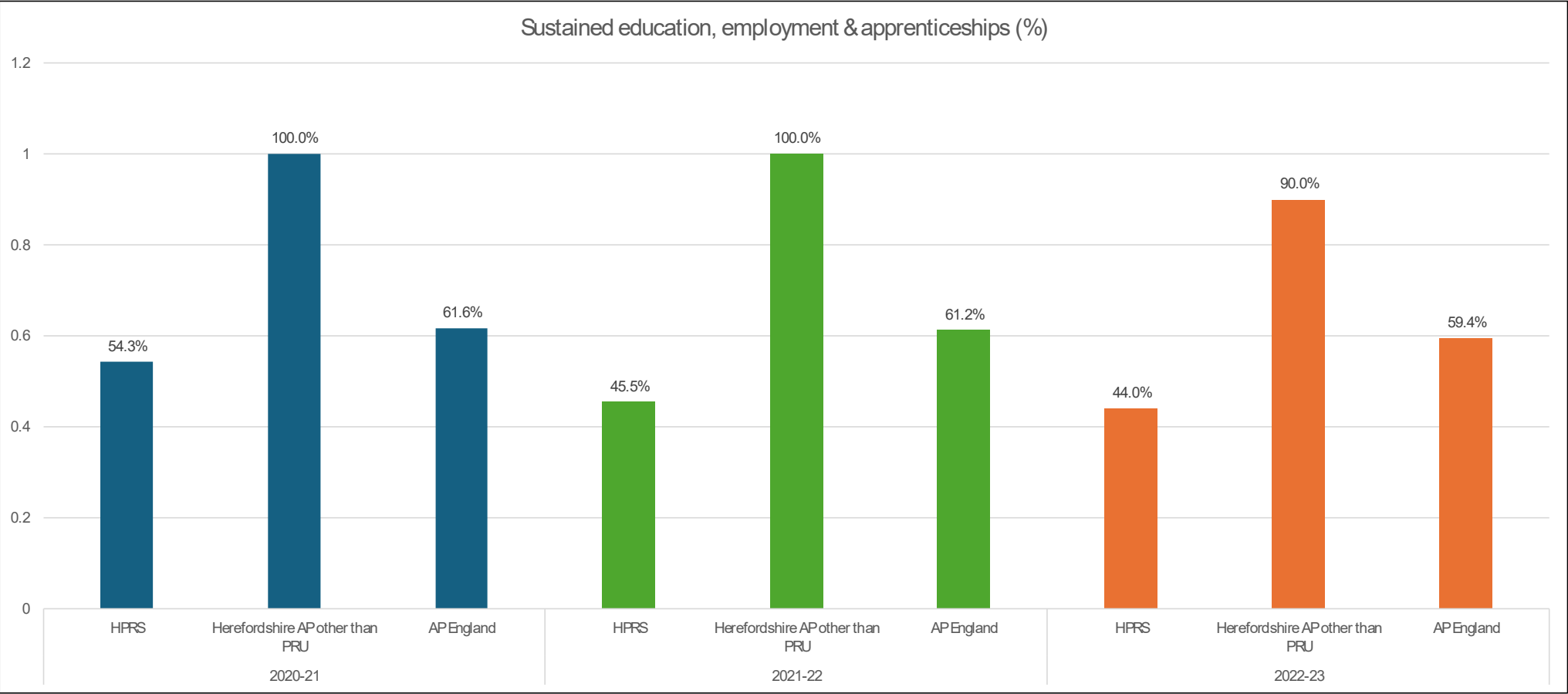
Table 2: Benchmarking data: National, regional and statistical neighbours. Percentage of Yr 12-13 NEET and Not Known: May-July 2026



**Table 3: KS4 Destinations for young people leaving AP: 2020-21, 2021-22 and 2022-23 leavers**

| Finished KS4 | Provision                       | cohort | Sustained education destination | Further education | School sixth form | Sixth form college | Other education destination | Sustained apprenticeships | Sustained employment destination | Not recorded as a sustained destination | Activity not captured | Sustained education, employment & apprenticeships | Sustained education, employment & apprenticeships (%) |
|--------------|---------------------------------|--------|---------------------------------|-------------------|-------------------|--------------------|-----------------------------|---------------------------|----------------------------------|-----------------------------------------|-----------------------|---------------------------------------------------|-------------------------------------------------------|
| 2020-21      | HPRS                            | 35     | 16                              | 15                | 0                 | 0                  | 1                           | 0                         | 3                                | 10                                      | 0                     | 19                                                | 54.3%                                                 |
|              | Herefordshire AP other than PRU | 9      | 9                               | 2                 | 0                 | 0                  | 7                           | 0                         | 0                                | 0                                       | 0                     | 9                                                 | 1                                                     |
|              | AP England                      | 7906   | 4275                            | 2390              | 165               | 148                | 1572                        | 169                       | 426                              | 1880                                    | 1156                  | 4870                                              | 61.6%                                                 |
| 2021-22      | HPRS                            | 11     | 5                               | 5                 | 0                 | 0                  | 0                           | 0                         | 0                                | 2                                       | 4                     | 5                                                 | 45.5%                                                 |
|              | Herefordshire AP other than PRU | 9      | 9                               | 1                 | 0                 | 0                  | 8                           | 0                         | 0                                | 0                                       | 0                     | 9                                                 | 1                                                     |
|              | AP England                      | 7133   | 3863                            | 1984              | 123               | 150                | 1606                        | 120                       | 381                              | 1519                                    | 1250                  | 4364                                              | 61.2%                                                 |
| 2022-23      | HPRS                            | 25     | 10                              | 9                 | 0                 | 0                  | 1                           | 1                         | 0                                | 9                                       | 5                     | 11                                                | 44.0%                                                 |
|              | Herefordshire AP other than PRU | 10     | 9                               | 0                 | 0                 | 0                  | 9                           | 0                         | 0                                | 0                                       | 1                     | 9                                                 | 90.0%                                                 |
|              | AP England                      | 7631   | 4152                            | 2115              | 112               | 135                | 1790                        | 95                        | 286                              | 1577                                    | 1521                  | 4533                                              | 59.4%                                                 |

Table 3: KS4 Destinations for young people leaving AP: 2020-21, 2021-22 and 2022-23 leavers



**Table 3.1: Longer term destinations of young people leaving AP, 1yr, 3yrs and 5 yrs after leaving KS4**

| Destination of students 1, 3 and 5 years after leaving Herefordshire Pupil Referral Service |             |                  |                                 |                           |                                  |                                         |                       |                                                           |                                                               |
|---------------------------------------------------------------------------------------------|-------------|------------------|---------------------------------|---------------------------|----------------------------------|-----------------------------------------|-----------------------|-----------------------------------------------------------|---------------------------------------------------------------|
| Year of leaving                                                                             | Cohort size | Destination year | Sustained education destination | Sustained apprenticeships | Sustained employment destination | Not recorded as a sustained destination | Activity not captured | Overall Sustained education, employment & apprenticeships | Overall Sustained education, employment & apprenticeships (%) |
| 2018-19                                                                                     | 37          | 1 yr             | 16                              | 0                         | 3                                | 12                                      | 6                     | 19                                                        | 51.4%                                                         |
|                                                                                             |             | 3yrs             | 2                               | 1                         | 12                               | 19                                      | 3                     | 15                                                        | 40.5%                                                         |
|                                                                                             |             | 5 yrs            | 0                               | 2                         | 17                               | 15                                      | 3                     | 19                                                        | 51.4%                                                         |
| 2019-20                                                                                     | 22          | 1 yr             | 8                               | 0                         | 3                                | 4                                       | 7                     | 11                                                        | 50.0%                                                         |
|                                                                                             |             | 3yrs             | 2                               | 0                         | 4                                | 14                                      | 2                     | 6                                                         | 27.3%                                                         |
| 2020-21                                                                                     | 35          | 1 yr             | 16                              | 0                         | 3                                | 10                                      | 6                     | 19                                                        | 54.3%                                                         |
|                                                                                             |             | 3yrs             | 3                               | 0                         | 8                                | 18                                      | 6                     | 11                                                        | 31.4%                                                         |

| Destination of students 1, 3 and 5 years after leaving Herefordshire - All Alternative Provision |             |                  |                                 |                           |                                  |                                         |                       |                                                           |                                                               |
|--------------------------------------------------------------------------------------------------|-------------|------------------|---------------------------------|---------------------------|----------------------------------|-----------------------------------------|-----------------------|-----------------------------------------------------------|---------------------------------------------------------------|
| Year of leaving                                                                                  | Cohort size | Destination year | Sustained education destination | Sustained apprenticeships | Sustained employment destination | Not recorded as a sustained destination | Activity not captured | Overall Sustained education, employment & apprenticeships | Overall Sustained education, employment & apprenticeships (%) |
| 2018-19                                                                                          | 39          | 1 yr             | 18                              | 0                         | 3                                | 12                                      | 6                     | 21                                                        | 60.0%                                                         |
|                                                                                                  |             | 3 yrs            | 3                               | 1                         | 12                               | 20                                      | 3                     | 16                                                        | 45.7%                                                         |
|                                                                                                  |             | 5 yrs            | 0                               | 2                         | 17                               | 17                                      | 3                     | 19                                                        | 54.3%                                                         |
| 2019-20                                                                                          | 27          | 1 yr             | 13                              | 0                         | 3                                | 4                                       | 7                     | 16                                                        | 59.3%                                                         |
|                                                                                                  |             | 3 yrs            | 4                               | 0                         | 4                                | 15                                      | 4                     | 8                                                         | 29.6%                                                         |
| 2020-21                                                                                          | 44          | 1 yr             | 25                              | 0                         | 3                                | 10                                      | 6                     | 28                                                        | 63.6%                                                         |
|                                                                                                  |             | 3 yrs            | 4                               | 0                         | 8                                | 26                                      | 6                     | 12                                                        | 27.3%                                                         |

| ENGLAND         |             |                  |                                 |                           |                                  |                                         |                       |                                                           |                                                               |
|-----------------|-------------|------------------|---------------------------------|---------------------------|----------------------------------|-----------------------------------------|-----------------------|-----------------------------------------------------------|---------------------------------------------------------------|
| Year of leaving | Cohort size | Destination year | Sustained education destination | Sustained apprenticeships | Sustained employment destination | Not recorded as a sustained destination | Activity not captured | Overall Sustained education, employment & apprenticeships | Overall Sustained education, employment & apprenticeships (%) |
| 2018-19         | 9810        | 1 yr             | 4852                            | 243                       | 422                              | 2597                                    | 1696                  | 5517                                                      | 56.2%                                                         |
|                 |             | 3 yrs            | 1930                            | 289                       | 1774                             | 4781                                    | 1036                  | 3993                                                      | 40.7%                                                         |
|                 |             | 5 yrs            | 746                             | 170                       | 2167                             | 5644                                    | 1083                  | 3083                                                      | 31.4%                                                         |
| 2019-20         | 9559        | 1 yr             | 5534                            | 137                       | 271                              | 2174                                    | 1443                  | 5942                                                      | 62.2%                                                         |
|                 |             | 3 yrs            | 1880                            | 262                       | 1692                             | 4567                                    | 1158                  | 3834                                                      | 40.1%                                                         |
| 2020-21         | 7906        | 1 yr             | 4275                            | 169                       | 427                              | 1879                                    | 1156                  | 4871                                                      | 61.6%                                                         |
|                 |             | 3 yrs            | 1659                            | 177                       | 1206                             | 3845                                    | 1019                  | 3042                                                      | 38.5%                                                         |

Table 3.2 Outcomes for 2025-6 Section19 AP cohort at the end of Yr11

| Provision Post 16   | No. | %     |
|---------------------|-----|-------|
| Mercia Grow         | 1   | 11.1% |
| Considering options | 2   | 22.2% |
| College             | 6   | 66.7% |

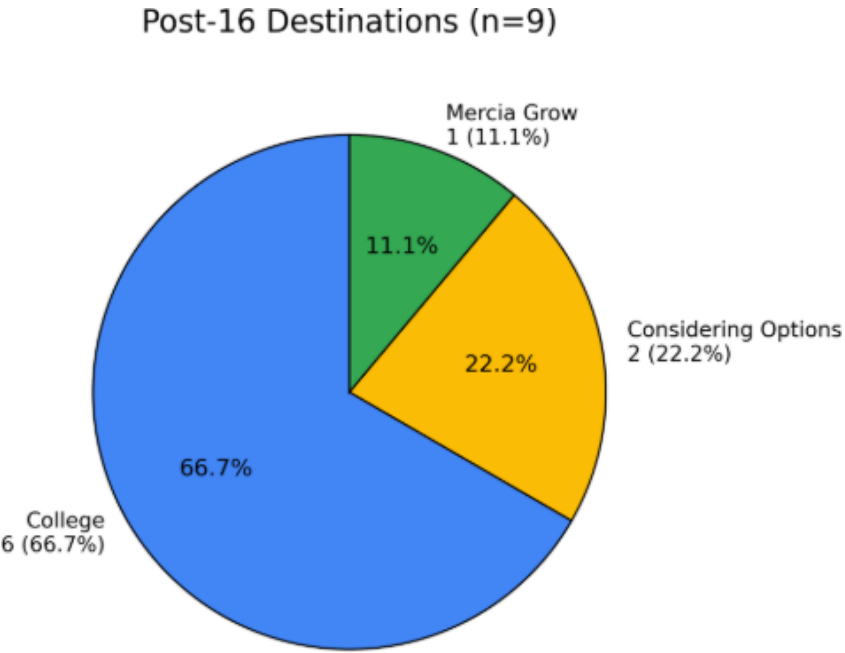


Table 4.0: Snapshot deprivation analysis of Yr 12-13 young people recorded as NEET (Not in Education, Employment or Training) and Not Known, based on home postcode: August 2026

| NEET                                            |                  |       |  |                            |                  |       |  |                                 |                  |       |
|-------------------------------------------------|------------------|-------|--|----------------------------|------------------|-------|--|---------------------------------|------------------|-------|
| Index of Multiple Deprivation (IMD) 2025 Decile | No. young people | %     |  | IMD25: national percentile | No. young people | %     |  | IMD25: Herefordshire percentile | No. young people | %     |
| 1 (most deprived)                               | 8                | 2.8%  |  | Least 10% deprived         | 5                | 1.7%  |  | Least 10% deprived              | 23               | 8.0%  |
| 2                                               | 37               | 12.9% |  | Least 20% deprived         | 18               | 6.3%  |  | Least 20% deprived              | 20               | 7.0%  |
| 3                                               | 26               | 9.1%  |  | Least 25% deprived         | 9                | 3.1%  |  | Least 25% deprived              | 14               | 4.9%  |
| 4                                               | 70               | 24.4% |  | Least 50% deprived         | 61               | 21.3% |  | Least 50% deprived              | 47               | 16.4% |
| 5                                               | 53               | 18.5% |  | Top 10% most deprived      | 8                | 2.8%  |  | Top 10% most deprived           | 53               | 18.5% |
| 6                                               | 33               | 11.5% |  | Top 20% most deprived      | 37               | 12.9% |  | Top 20% most deprived           | 50               | 17.4% |
| 7                                               | 24               | 8.4%  |  | Top 25% most deprived      | 18               | 6.3%  |  | Top 25% most deprived           | 25               | 8.7%  |
| 8                                               | 13               | 4.5%  |  | Top 50% most deprived      | 131              | 45.6% |  | Top 50% most deprived           | 55               | 19.2% |
| 9                                               | 18               | 6.3%  |  | Grand Total                | 287              |       |  | Grand Total                     | 287              |       |
| 10                                              | 5                | 1.7%  |  |                            |                  |       |  |                                 |                  |       |
| Grand Total                                     | 287              |       |  |                            |                  |       |  |                                 |                  |       |

| Not Known                                       |                  |       |  |                            |                  |       |  |                                 |                  |       |
|-------------------------------------------------|------------------|-------|--|----------------------------|------------------|-------|--|---------------------------------|------------------|-------|
| Index of Multiple Deprivation (IMD) 2025 Decile | No. young people | %     |  | IMD25: national percentile | No. young people | %     |  | IMD25: Herefordshire percentile | No. young people | %     |
| 1 (most deprived)                               | 4                | 2.5%  |  | Least 10% deprived         | 1                | 0.6%  |  | Least 10% deprived              | 6                | 3.7%  |
| 2                                               | 17               | 10.4% |  | Least 20% deprived         | 5                | 3.1%  |  | Least 20% deprived              | 11               | 6.7%  |
| 3                                               | 10               | 6.1%  |  | Least 25% deprived         | 4                | 2.5%  |  | Least 25% deprived              | 9                | 5.5%  |
| 4                                               | 32               | 19.6% |  | Least 50% deprived         | 52               | 31.9% |  | Least 50% deprived              | 42               | 25.8% |
| 5                                               | 38               | 23.3% |  | Top 10% most deprived      | 4                | 2.5%  |  | Top 10% most deprived           | 25               | 15.3% |
| 6                                               | 35               | 21.5% |  | Top 20% most deprived      | 17               | 10.4% |  | Top 20% most deprived           | 22               | 13.5% |
| 7                                               | 14               | 8.6%  |  | Top 25% most deprived      | 5                | 3.1%  |  | Top 25% most deprived           | 9                | 5.5%  |
| 8                                               | 7                | 4.3%  |  | Top 50% most deprived      | 75               | 46.0% |  | Top 50% most deprived           | 39               | 23.9% |
| 9                                               | 5                | 3.1%  |  | Grand Total                | 163              |       |  | Grand Total                     | 163              |       |
| 10                                              | 1                | 0.6%  |  |                            |                  |       |  |                                 |                  |       |
| Grand Total                                     | 163              |       |  |                            |                  |       |  |                                 |                  |       |



Herefordshire Council

## NEET Tracking Improvement Action Plan

July 2026 – January 2027

### Overall Objective

To reduce the proportion of young people whose participation status is recorded as "Not Known", improve the completeness and timeliness of participation tracking, strengthen early intervention arrangements for young people at risk of becoming NEET, and ensure Herefordshire Council's performance moves out of the lowest-performing local authority cohort within six months.

### Assessment of Current Performance and Key Challenges

- 321 young people are currently recorded as "Not Known" (July 2026)
- Strong relationships are in place with post 16 providers, Local authority teams and external providers for data sharing
- Performance has been adversely affected by team capacity issues, the authority experienced a six-month vacancy during the previous year. Since May 2026 there has been no dedicated tracking officer due to maternity leave.
- The current tracking role has historically operated with only 18.5 hours per week capacity.
- Difficulties contacting some young people through traditional communication methods have limited the speed at which destination information can be updated.

### Senior Accountability

Senior Responsible Officer: Liz Farr, Director of Education, Skills and Learning

### Responsibilities:

- Overall accountability for delivery of the improvement plan.
- Direct communication and reporting to the Department for Education.

- Oversight of capacity review and resource requirements.
- Chairing performance review meetings.

Operational Leads: Alexia Heath, Senior Adviser Post-16 Learning and Skills/ Louise Tanner Head of Learning and Achievement/ Ian Sockett Business Intelligence Manager

Responsibilities:

- Day-to-day implementation of the action plan.
- Management of tracking processes.
- Improvement of data quality and reporting.
- Oversight of partnership engagement and development of digital solutions.

**Action Plan to Improve Tracking Completeness and Reduce "Not Known" Status (to include timescales and milestones)**

| Action                                                                                        | Lead                                                               | Timescale             | Success Measure                                                                                |
|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------|-----------------------|------------------------------------------------------------------------------------------------|
| Complete a comprehensive review of all 321 young people currently recorded as "Not Known"     | Senior Adviser Post-16 Learning & Skills and Youth Hub Coordinator | 31 July 2026          | An accurate and current picture of those yp who are not known (projected significant decrease) |
| Sign off DfE recovery plan                                                                    | Director of Education                                              | 14 August 2026        | Plan submitted to DfE by 14 August 2026                                                        |
| Recruit and appoint maternity cover for participation tracking function                       | Director of Education                                              | 31 August 2026        | Dedicated tracking resource in place                                                           |
| Introduce structured handover and training programme for new postholder                       | Senior Adviser Post-16 Learning & Skills and Youth Hub Coordinator | August–September 2026 | New staff member independently managing tracking activities                                    |
| Review of current capacity is being conducted indicating that we can bolster this area by 0.5 | Director of Education                                              | 31 August 2026        | Additional dedicated tracking resource in place Autumn term                                    |

| Action                                                                                       | Lead                                                                                      | Timescale                     | Success Measure                                                                       |
|----------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------------------|
| FTE, recruitment planned in the Autumn following financial sign off process                  |                                                                                           |                               |                                                                                       |
| Establish weekly tracking review process during autumn term                                  | Post 16 Tracking Officer                                                                  | 31 September 2026 onwards     | Increased frequency of status updates to SLT                                          |
| Develop and launch online self-update facility and webpage for young people                  | Senior Adviser Post-16 Learning & Skills                                                  | 31 September 2026             | Alternative digital route for young people to update status                           |
| Improve use of destination, provider and participation data to support validation activities | Post 16 Participation Team                                                                | Ongoing                       | Increased proportion of destinations confirmed within expected timescales             |
| First formal performance review completed<br>October 2026                                    | SLT                                                                                       | 1 <sup>st</sup> October 2026  | Significant reduction ( 50%) of yp recorded not known compared to September 2025 data |
| Mid-point evaluation against DfE targets<br>November 2026                                    | SLT                                                                                       | 1 <sup>st</sup> November 2026 | Significant reduction ( 50%) of yp recorded not known compared to October 2025 data   |
| Six-month impact review and report to DfE<br>January 2027                                    | Senior Adviser Post-16 Learning & Skills and Youth Hub Coordinator. Director of Education | January 2026                  | Not known numbers in line with statistical neighbours                                 |

### Monitoring Progress and Reviewing Impact

| Monitoring Activity                                | Frequency        |
|----------------------------------------------------|------------------|
| Review of total number of "Not Known" young people | Bi-monthly (SLT) |
| Review of destination confirmation rates           | Bi-monthly (SLT) |
| Tracking team performance review meeting           | Bi-monthly (SLT) |

| Monitoring Activity                                     | Frequency                   |
|---------------------------------------------------------|-----------------------------|
| Directorate performance review chaired by Director(SLT) | Bi-monthly                  |
| Progress report against DfE action plan                 | September/ October/ January |
| Formal review of staffing capacity and sustainability   | Autumn 2026                 |

### Key Performance Indicators

1. Reduction in the number and percentage of young people recorded as "Not Known".
2. Improved timeliness of destination confirmation.
3. Increased engagement with young people through digital reporting methods.
4. Sustainable staffing arrangements for participation tracking.