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| Present: | Councillor Jane Loffhagen (<i>in the Chair</i>) |
| Councillors: | Naomi Tweddle, Bill Bilton, Matthew Fido, Gary Hewson, Helena Mair, Adrianna McNulty and Calum Watt |
| Substitute member(s): | Councillor Edmund Strengiel |
| Also in Attendance: | Andy Chisholm - Ambition Lincoln, Jasmine Craft - Lincoln City Foundation and Gabby Wright - The Network, Rob Marshall – Business Intelligence Analyst, Cheryl Evans – Democratic Services and Elections Manager, Victoria Poulson – Democratic Services Officer |
| Apologies for Absence: | Councillor Bill Mara, Councillor Clare Smalley, Councillor Pat Vaughan and Pat Jukes |

1. Confirmation of Minutes - 12 October 2021

RESOLVED that the minutes of the meeting held on 12 October 2021 be confirmed and signed by the Chair as an accurate record.

2. Declarations of Interest

Councillor Naomi Tweddle wished it recording that she had a personal interest in item 3a as Michael Hurtley, Development Officer (City of Lincoln Council) was her spouse.

Councillor Matthew Fido wished it to be noted that he was participating in a teacher training course and confirmed it was not associated with a school within the Lincoln area.

3. Giving Young People A Voice On How They Engage With The City Of Lincoln Council

(a) Michael Hurtley, Development Officer (City of Lincoln Council)

Kate Ellis, Major Development Director and Michael Hurtley, Development Officer:

- a) confirmed that engaging with young people was important not only as part of our corporate and leadership responsibility in the city, but also because they would become the leaders, innovators, workforce and champions of Lincoln in the decades to come
- b) highlighted that 38% of the overall population of Lincoln (100,049) were under the age of 25. This illustrated just how important it was that we continue to improve and develop ways of representing and seeking the views of such an important section of Lincoln's resident population
- c) advised that the City of Lincoln Council had engaged with young people in a range of areas and provided an overview of that work in recent years. This included the variety of ways in which the Council had sought to include young people in decision making and on specific

projects and schemes undertaken by the Council and was detailed at 2.2 of the report

- d) outlined youth engagement in sustainability and climate commission including regular consulting with Lincolnshire Youth Council and other youth groups on the content of the Lincoln 2030 Climate Action Plan
- e) advised that the views of young people were specifically sought concerning economic growth, in particular the Western Growth Corridor (WGC) sustainable urban extension. As part of the public consultations, CoLC held an event at the Think Tank that was specifically aimed at young people and students in the city
- f) reported that the CoLC had a successful apprenticeship scheme which had been in place for over 25 years. This had provided opportunities across the organisation for young people in Lincoln to gain qualifications, experiences and development of their careers
- g) highlighted that Councillor Helena Mair acted as Young Person Advocate for CoLC and confirmed an annual report was produced to detail work carried out that year
- h) added that future strategies for engaging young people in the work of the Council was detailed at 3.2. In addition, it remained a key aspiration to increase those efforts and to ensure new and innovative ways to engage with young people and ensure that their voices and ideas were used to inform Council policy initiatives in the future
- i) invited questions and comments from members of the Committee

As a result of discussion between members, officers and guest speakers, the following points were made: -

- The report gave clarity on housing economic growth, but additional information was sought regarding activities for young people as it was felt that 'play' was important for young people.
- University students were not always registered as they only resided within the City for a short period of time. Consideration was given to their potential enthusiasm to engage in decisions affecting the city as their concentration would be centred elsewhere in furthering their education and participation in social activities.
- Members queried how we dealt with students within the city and considered if communication with the Student Union would be beneficial regarding what was lacking in the city.
- Consideration of figures and the spread of young people gave important reason for us to engage with that group of people, linked to economic growth. It was agreed that it did not matter if an individual moved to Lincoln or were born and raised within the city.
- It was important to consider how we engaged with young people who were from Lincoln but did not attend the University in what they wanted to see from us and how we worked with other organisations within the city.

- It was noted that we had numbers from those within the local area who accessed higher education and such figures would be provided to members after the meeting.
- Owing to the number of transient residents representing a significant portion of the population, it was important to listen to them.
- Studies had suggested that approximately 42% of students made their decision to embark on a graduate degree based not entirely on the University or course itself but the environment in which they would live.
- Reference was made to section 3.2 of the report which outlined strategies for engaging young people in the work of the Council in the future. It was confirmed that the work had begun, and consideration had been given to how we would secure more young people on board.
- The Chair gave thanks to Michael Hurlley for an informative report.

(b) Robert Marshall, (Policy Team) Citizen Panel

Robert Marshall, Business Intelligence Analyst:

- a) confirmed that Lincoln's population had risen by 750 to 100,049 in 2020 and it was expected to reach just over 104,000 by 2039. He added that Lincoln remained a young city with 30.2% of its population in the 15-29 age bracket
- b) highlighted that Boutham Ward remained the most populous ward in Lincoln with 11,932 residents and it had the highest number of younger people within the ward at 6,089
- c) advised that we had a total of 18,705 University students in the city in 2019/20* up 570 from the previous year. He added that China was still providing the largest source of international students to the University of Lincoln with 359 students in 2020/21
- d) outlined that Lincoln's most common age group remained at 20-24, with a percentage of 14.3%, a jump from 12.5% last year. This was certainly as a result of having two Universities in a small city and added that Lincoln had an even spread of gender at approximately 50/50
- e) advised that at present, 0.8% of our population made up the Lincoln Citizens Panel which was equal to less than 800 people. Therefore, if only half responded, the representation would be reduced to only 0.4% of the population and added that inclusion of under 16's posed a difficulty due to GDPR legislation which caused significant issues
- f) reported that the introduction of an electronic survey saw 200 out of 800 people still choose to use a paper copy which lengthened the process
- g) highlighted the difficulties in engaging the interest of younger members and added the need to build a cycle with a concern that the questions contained on the questionnaire were not always relevant to the person who received it

h) added that the Lincoln Citizen Panel would like to get involved with school panels and consideration had been given to this through the citizenship skills agenda (SMCS)

i) invited questions and comments from members of the Committee

As a result of discussion between members, officers and guest speakers, the following points were made: -

- Issues surrounding registration were noted and clarification was sought regarding the figure of 104,000 students in Lincoln. It was queried whether that figure was representative of students currently enrolled or those registered to which it was stated that the figure was an estimation from the Office of National Statistics 2011.
- Members requested further information on how people joined the Lincoln Citizens Panel and if there was a limit on the number of people on the panel. In addition, how many surveys were carried out and if the results were weighed by demographics. It was confirmed that invitations were sent out online and the use of an external company was optimised to carry out a random selection that was demographically representative. In addition, the panel consisted of 800 members, but the number could be increased if desired.
- Further interest was expressed at the possible use of the Lincoln Citizens Panel in other consultation on other Committee's and it was agreed that members would request further information on that idea after the meeting.
- It was important to consider other young people that were not enrolled at the University and how we could engage beyond students.
- Data was drawn from the Office of National Statistics and not necessarily taken from the Census; last carried out in 2011 and therefore would now be outdated.
- The City focus on younger people was important, especially to economic growth with a considerable part of that growth owing to University students. It was important to remember that evidence showed individuals often stayed in the place that they attended University. However, the aspirations of those not enrolled in University should be supported also and if there weren't sufficient job opportunity, individuals would move or relocate to other cities.
- The Chair gave comment on the method of engagement used and referred to Zest Theatre who had been successful in youth engagement through their methods. She added that a static survey was not the best way to achieve that and suggested that young people met in a room to encourage communication and the sharing of ideas. This suggestion was considered alongside the concept of a tailored survey.
- The wider aspirational picture needed due consideration and the Committee would be interested in learning the retention figures of those in Lincoln that had studied here and stayed. Rob Marshall advised the Committee that he would find the data and present it to the Committee at a future meeting.
- By working with local enterprises, job creation could prove an encouragement for people to stay in Lincoln. We should consider the city as a brand with prospects to do wonderful things.
- Suggestions were considered for the subsidy of incentives to initiate engagement more successfully. Comments included a proposal of working

with local organisations to offer incentives such as subsidised bus fares which in turn, would encourage use of public transport and would support green initiatives. Thought was given to the potential use of responsible incentives.

- Members commented that giving officers more volunteering time to engage with governing boards of schools, would allow them to become more integrated.

Thanks was given to Robert Marshall for an interesting and informative presentation given with little notice in the absence of Pat Jukes, Business Manager

(c) Ambition Lincoln - Andy Chisholm, Director of Teaching School

The Committee received a presentation from Andy Chisholm, Director of Teaching representing Ambition Lincoln within which he:

- a) confirmed the project was envisaged pre-pandemic and was essentially a place-based partnership for mutual benefit. It was aimed at all 39 Lincoln City schools and the project was funded by Lincoln County Council with a budget of £195,039.93. He added that the timeline for the project had been extended with completion expected to take place in July 2022
- b) highlighted that staff continuously strove for achievement of the Children's Services vision, putting children first and everyone worked together for all children, young people and families to be happy, healthy, safe and the best they could be
- c) advised that Lincoln City Foundation and The Network were organisations that were part of Ambition Lincoln's project and added that the driver for the funding of the project was educational data. He addressed performance disparities particularly at EYFS, KS2 and KS4 and confirmed that the disparity started at EYFS with children performing 3% behind their peers in County
- d) outlined that the City of Lincoln was in the top third most deprived areas in terms of average deprivation. It ranked 45 out of 326 Local Authorities (where 1 is most deprived) and was in the top 10% most deprived areas nationally in terms of health, disability and income deprivation indicators
- e) advised it was acknowledged that Lincoln schools faced greater challenges than some of their peers with regard given to socio-economic indicators within their communities such as; high levels of disadvantage, residents with low skills and qualification levels; lower levels of aspiration and higher than average levels of EAL residents
- f) reported that there was no correlation between there being a lack of talent in Lincoln schools and it was felt that the teaching quality was strong with professional development utilised well. He added that The LA accepted that its processes and systems were complex and there had been a lot of support removed over the last number of years

- g) highlighted that there were many other means of receiving support, however, there was a level of understanding needed which simply wasn't possible for busy headteachers with demanding schedules. He added that the second issue was around the mindset of the young people (and their parents) to achieve. Furthermore, Headteachers spoke about an inherent lack of ambition within certain communities, a lack of aspiration, thus the title of the project
- h) added that there was strength in collaboration and the only way to shape the development of our own workforce was through our school leaders, but this required systemic change as continuation of processes previously exercises would result in the same achievement already experienced
- i) Highlighted that elements such as transition only worked if there was coherence. In creation of a directory, toolkits had been given to head teachers that they needed
- j) invited questions and comments from members of the Committee

As a result of discussion between members, officers and guest speakers, the following points were made: -

- The Chair gave her thanks for an enthusiastic and thorough presentation.
- Comments from members highlighted that everyone should have the opportunity to attend University and it was added that Ambition Lincoln worked closely with Linc Hire.
- Members discussed concerns surrounding funding and the availability of such for only one undergraduate degree and therefore, ambitions would be halted by undue haste as many undergraduates did not use their degree.
- Andy Chisholm confirmed that graduate ambitions were not the main part of the project and clarified that Ambition Lincoln worked with ages 3-18.
- When the legacy of the project was given consideration and how it would be followed once funding ended, there were comments regarding a lack of life experience at a young age and suggestions that careers advice could be better in terms of the variety of courses.
- Clarification was provided surrounding the GATSBY score, a copy of which would be sent to Councillor Calum Watt. It was confirmed that this had gone through into statutory guidance. Andy confirmed that next year, it would go into Year 7 in schools and would eventually become a transitional item from primary school, but a deepened evaluation would be carried out towards the end of the project. He confirmed that he would share final findings and conclusions with the Committee once complete.
- Once funding came to an end, the directory would be kept live and updated at a bare minimum cost and legacy work would provide the wrap around for schools which would maintain the support mechanisms for schools.
- Comments were raised regarding items not directly related to education. It was added that aspiration of family and of place was important and the promotion of the 'Lincoln brand' was significant. Aspirations of younger people came from the environment they were in and included housing, new businesses, job opportunities and innovation. Having the opportunity to see your peers and people in your community achieving and acting as role models is very important, supporting and improving education and attainment.

- It was suggested that a group that represented 1/3 of our population within the City, have not found an effective way of engaging to discover what young people were looking for, and for their young families. Methods of engagement to provide support to the legacy of Ambition Lincoln's project would be better than using a survey as a blunt tool.
- Support for families was needed in early years and without it, the number would rise. It was added that there was not enough support going into families to support them at Lincolnshire County Council and we did less than other countries.
- Consideration of context of place was given and how the place around us made us feel. Signposting was a problem with ever changing names it made it difficult to know the up to date organisations. Members added that not every child was destined for Higher Education and there were things better suited to a technical or vocational capacity. Creation of a two tier path where students were considered better than young people who didn't go to University, was a concern.
- There seemed to be specialisation far too early in choosing GCSE's and then a course at University at a very young age. Members added that vocational training was of equal importance as educational training and when a degree had been completed, irrespective of subject, it provided opportunities in other areas but contributions concluded it was not essential to move forward in life.
- Comments concluded with Andy advising that the project was about the children. They talked to teachers, the teachers spoke to Head Teachers and so on. The project was centred around the concept of 'top down, not bottom up'.

NOTE: At this point in the proceedings, Councillor Edmund Strengiel left for the remainder of the meeting.

(d) Lincoln City Foundation - Jasmine Craft, Employability Manager

The Committee received a presentation from Jasmine Craft, Employability Manager representing Lincoln City Foundation within which she:

- a) confirmed that Lincoln City Foundation was a charity linked with Lincoln City Football Club and the 2020-2025 strategy had been launched a couple of months ago creating a networking event which included: NCS, Premier League Kicks, Traineeships, Twinning Project and Secondary School Port Vale Twinning Project
- b) highlighted that the charity had secured a contract for the NCS programme including provision for 330 places for summer 2022 and were in the planning stages for delivery including bespoke school and college models. She added that consideration was especially given to SEND schools including St. Christopher's and St. Francis. The Changemakers group was full of many young people passionate about the local community and consisted of 18 individuals, 4-5 that attend every session
- c) advised that the Premier League Kicks Programme worked with local schools/organisations to deliver activities and sessions within the Sincil Bank area specifically youth clubs at the LNER Stadium

- d) outlined that the organisation had recently delivered their first 12-week traineeship in 2021. This programme specialised in supporting young people to attain Functional Skills in English & Maths and to enable them to gain an employability qualification also. Work placements were included and covered employability sessions. She added that there were 3 cohorts planned for next year and that the 19–24-year bracket would go straight into local businesses to do their work experience
- e) advised that the Twinning Project was delivered at HMP Lincoln and three cohorts had been delivered so far
- f) reported that the Port Vale Twinning Project had begun delivery in Priory Academies and was focussed on Year 8 – Year 10 to support those age groups in an attempt to make a decision regarding what they wanted to do. In addition, targeting young people who had consistent poor behaviour and/or attendance. This was a football-based programme and delivery was up to six weeks
- g) highlighted that the Planet Super League was a place for fans of all ages to learn about climate action and how to cut their emissions at home, at school or at work. Activities on this programme included litter picking, walked ten kilometres and sharing a video to encourage others to support climate change. She added that the Planet Super League worked with 49 football clubs and Lincoln City Football Club planted 962 trees across the league they took part in.
- h) added that the youth aim was to allow young people's voices to be heard and created an environment where they had the ability to make important changes within their communities
- i) invited questions and comments from members of the Committee

As a result of discussion between members, officers and guest speakers, the following points were made: -

- The Chair gave sincere thanks to Jasmine Craft for the inspiring presentation and expressed her gratitude for the work that the Lincoln City Foundation were carrying out.
- Members commented that as a Council we were aware that money had been invested and it was pleasing to see achievement in the area.
- Clarification was given to members that initially, the Lincoln City Foundation had been a Lincoln based project. However, as part of Project 2025, expansion is planned to cover every single young person in Lincolnshire. She added that the Foundation had projects in Boston and desired to expand to Skegness. By continuation of networking and the building of positive relationship, the Foundation hoped to expand within the next five years.
- Andy Chisholm, representing Ambition Lincoln expressed his gratitude for the work carried out by the Foundation and advised that it covered a great deal more than only schools but it was not well known about.
- Members echoed comments regarding lack of knowledge of the Foundation and felt the profile needed to be raised as the work was invaluable in supporting children who otherwise may fall between the gaps.

- Some of the children had to sign a contract regarding their behaviour and coupled with a thorough process to get in, it was felt this worked well with consideration given to how it could be expended further.
- The Chair concluded discussions and comments by reiterating her thanks for the work carried out by the Foundation.

(e) The Network - Gabby Wright, Project Co-Ordinator

The Committee received a presentation from Gabby Wright, Project Co-Ordinator representing The Network within which she:

- a) highlighted that The Network was established and funded by the Council over the previous five years and original research was conducted after Connexions was defunded. The Network was launched in 2015/16
- b) advised that during 2018, the need to re-focus was established and the organisations focus was offering carers advice and support
- c) advised that the organisation is person centred and the core work carried out was a one-to-one service in an attempt to establish what the individuals focus was, what they had done so far and what barriers were preventing their success
- d) outlined a number of factors that prevent ambition from being met and this included social anxiety/isolation. She added that 48% had stated social anxiety and 41% reported low self esteem
- e) advised that the organisations Council funding was coming to an end but the Network would retain use of their premises within the building and had secured a contract with the Department of Work and Pensions (DWP) this year. Individuals would be sent to The Network from the DWP and to date, approximately 200 individuals had used their support after being referred
- f) invited questions and comments from members of the Committee

As a result of discussion between members, officers and guest speakers, the following points were made: -

- The Chair extended her thanks for the inspirational presentation and commented that the link with the DWP was essential.
- Individuals could present with skills but not necessarily the skill set required for entry into college. This could come in the form of not possessing a GCSE in mathematics for acceptance on to an Information Technology course.
- Members considered that holistic approach had developed and progression over the last ten years was vast. Clarification was sought regarding the services offered by The Network and whether this extended to counselling services. Gabby Wright confirmed that The Network was not actively providing a counselling service and instead, preferred to support a holistic approach and that the DWP were supportive of that despite it taking time.
- Employment outcomes have been met and exceeded from the contract secured with two new projects due to commence in January. This could provide growth for The Network including the employment of another member

of staff, joining in partnership with The Lincoln City Foundation and gaining further access to funding. This would allow the organisation to tailor the number of referrals to exactly who needed it.

- The funding for The Network derived from a number of agencies with mental health support provided by The Lincoln City Foundation, not principally the DWP. Although funded was coming to an end, the intention for The Network was always to become an independent entity.
- The Network retained autonomy of decision regarding which charities it chose to partnership with collaboratively.
- The primary age range for the organisation's work was 16-24, however The Network had hopes of joining the panel with LCC to consider people not engaging well with school, emotional school avoidance and SEN needs.
- Annual reports were sent to Councillor Sue Burke to outline costing performance. It was stated that October 2020-21, 532 appointments were delivered, 19 confirmed work experience placements, 7 confirmed traineeships and 142 carer plans formed.
- All organisations were linked, and the level of cohesion and collaboration was both evident and inspiring.

RESOLVED

That the presentations and reports be noted.

4. Work Programme 2021/22

Consideration was given to the Committee's work programme. The Democratic Services and Elections Manager advised that the key contributors for the Committee's next topic on giving young people a voice on how they engage with the Council were listed and confirmation of attendance had been received from several.

RESOLVED

That the Committee's work programme for the coming meetings be approved.