

BARNSELY METROPOLITAN BOROUGH COUNCIL

REPORT OF: Executive Director, Children's Services and
Executive Director, Growth and Sustainability

TITLE: Outcomes of the National Takeover Challenge 2022

REPORT TO:	CABINET
Date of Meeting	5 April 2023
Cabinet Member Portfolio	Children's Services and Regeneration and Culture
Key Decision	No
Public or Private	Public

Purpose of report

To inform of the outcomes of Takeover Challenge 2022 and suggest alternative ways of delivery.

Council Plan priority

Healthy Barnsley
Learning Barnsley
Growing Barnsley

Recommendations

That Cabinet: -

- 1.** Acknowledges the engagement and participation of children and young people in the most recent Takeover Challenge event and celebrates the engagement, support and number of placements offered from various service areas and partner organisations
- 2.** Considers alternative approaches to Takeover Day Challenge outlined in the 'proposals' section of the report

1. INTRODUCTION

- 1.1 Takeover Challenge was a national event originally created in 2006 by the Office of the Children's Commissioner which champions, promotes, protects, raises awareness of and prompts others to respond to the rights, views, and interests of all of England's children. Since 2018 the children's newspaper 'First News' has managed this event and the Office of the Children's Commissioner ceased involvement from 2020.
- 1.2 The premise of Takeover Challenge was to put children and young people into real-life decision-making positions in organisations. Children gain a valuable insight and gain experience of a workplace, while organisations benefit from a fresh perspective on their work.
- 1.3 Barnsley has had a rich history of involvement with Takeover Challenge from its inception in 2006. However, our offer has evolved over time into:
 - Children and young people presenting their views and opinions on key issues (recent years have included Transitions to Adulthood and the Borough's Bullying Strategy) at the annual joint Children and Young People's Trust Executive Group (TEG) and Barnsley Children's Safeguarding Partnership (BCSP) meeting.
 - In person shadowing opportunities to gain insights into different types of careers (reserved for those with experience of being in care)
 - A suite of virtual opportunities to gain insights into various careers and work readiness (opened to all 14–24-year-olds)
- 1.4 In the last three years (2020-22) over 1,000 children and young people have participated, with 221 participating in 2022.
- 1.5 For Takeover Challenge 2022, a total of 22 in person shadowing and 30 virtual opportunities were created (some offering more than x1 opportunity) across a range of services within the Council and with external employers (see Appendix 1 for breakdown). The annual TEG/BCSP event opportunity did not take place.
- 1.6 Whilst this is a great achievement and should rightly be celebrated, only 4 shadowing opportunities were filled in 2021 and only 2 in 2022 by children and young people with experience of care. As mentioned previously, the TEG/BCSP event didn't run in 2022. Therefore, Barnsley's Takeover Challenge has now evolved into the virtual opportunities created that give insights into different types of careers, supporting effective Information, Advice & Guidance (IAG) children and young people receive to inform and shape their future career choices.
- 1.7 Whilst over 1,000 children and young people have participated in the virtual suite of opportunities in the last three years, feedback from schools and colleges suggests the timing is problematic. This is mainly due to November/December being an intensive exam preparation time in the build up to an exam period. Whilst they value the opportunities, many schools and colleges decided not to engage due to the timing in the year. When National Takeover Challenge was delivered by the Office of the Children's Commissioner the date was always fixed in November. Barnsley have

continued this tradition to coincide with the TEG/BCSP event.

- 1.8 In November 2022, the Council's Executive Directors pledged to guarantee work experience/placements/ringfenced apprenticeships for those with experience of being in care/care leavers when requested by the Employment & Skills Service's 'Inclusive Offer' team. Therefore, shadowing opportunities created specifically for Takeover Challenge can be created at any point in the year, and at times that are more appropriate.

2.0 **Proposal**

The following options are proposed:

2.1 **Cease involvement with Takeover Challenge**

Takeover Challenge has not been a national event from the Office of the Children's Commissioner for a number of years and the timing of Barnsley's Takeover Challenge is problematic with schools and colleges to enable children and young people participation.

The Employment & Skills Service's 'Inclusive Offer' team works in partnership with relevant Growth and Sustainability and Children's Services (*i.e.*, Targeted Information, Advice and Guidance team, Youth Voice and Participation Team, Virtual School, Children's Social Care etc.) to support those with experience of care (along with other vulnerable and/or disadvantaged groups) and to implement the Executive Directors Pledge made in November 2022. Therefore, ensuring the shadowing opportunities that took place as part of Takeover Challenge, are available throughout the year.

2.2 **Review the virtual offer to enhance impact, engagement, and alignment with Council Plan priorities**

Whilst over 1,000 children and young people have participated in the virtual suite of opportunities in the last three years as part of Takeover Challenge, feedback suggests the reach could be extended by working with schools to identify appropriate timings to deliver.

It is proposed the Inclusive Offer team work closely with education institutions to increase the frequency and availability of virtual opportunities.

In addition, it is also proposed the virtual opportunities are refined and become more targeted to:

- a. Align with the priority growth sectors in Barnsley, strengthening the Information, Advice and Guidance (IAG) children and young people receive and where there are good jobs and employment opportunities available locally. This can be achieved through effective use of labour market information and linking with schools careers advisors via the Careers and Enterprise Information, Advice & Guidance (CEIAG) network
- b. Have a clear focus on 'work readiness', to enhance understanding and reflection of required workplace behaviours and skills. This is an issue being reported by employers both locally and nationally with regards to young

people entering the labour market.

2.3 Recommendation

It is recommended both option 2.1 and 2.2 are approved. Whilst National Takeover Challenge by the Office of the Children's Commissioner ceased some years ago, Barnsley have proudly continued to deliver for its children and young people. However, the event has evolved into something different to the premise of what national Takeover Challenge was, and the robustness and inflexibility of its timing is problematic for education institutions to fully engage.

The development and evolution of the Council's Inclusive Offer provides a far more flexible and targeted approach in ensuring activities meet needs and are aligned with local priorities. This enables the ability to maximise impact on children and young people's aspirations and the shaping of future career choices.

- Barnsley has had a rich history of participation in Takeover Challenge for over 15 years and as a result, there is a high level of awareness and in turn engagement from Council services and external employers supporting the event. However, the development and awareness of the Council's Inclusive Offer, which targets and facilitates experience of work opportunities aligned to local priorities is now well established and well positioned to continue the elements of what Barnsley's Takeover Challenge is, in a more effective and targeted way, as outlined previously in this report. Examples (not comprehensive) of the Inclusive Offers targeted approach, linked to local priorities includes T-Level placements (currently 19 placements created, highest number of any Local Authority in the Country, confirmed by the Local Government Association)
- Ringfenced apprenticeships for care leavers and those with Education, Health and Care Plans (currently 4 and 2 respectively within the Council)
- Creation of 16 Supported Internship placements. This currently contributes half the placements required in Borough
- Youth Employment Programme. 64 young people in receipt of Universal Credit supported into 12-month paid work-placements across the Council
- Guaranteed paid work experience/placements/traineeships when requested for care leavers and those with learning difficulties and/or disabilities
- Bespoke experience of work as and when requests are received.

IMPLICATIONS OF THE DECISION

3.1 Financial and Risk

Consultations have taken place with representatives of the Service Director - Finance (S151 Officer).

The recommendations do not result in any additional funding requirement. This proposal means that any additional costs will need to be contained, or the scheme slightly redesigned, within existing resources. No Appendix A is

therefore required.

3.2 Legal

No legal comments

3.3 Equality

A full Equality Impact Assessment has been carried out. Please see Appendix 2.

3.4 Sustainability

There are no implications for the local environment, sustainability and tackling climate change emerging through consideration of this report.

3.5 Employee

There are no direct employee implications arising from involvement in Takeover Challenge.

3.6 Communications

Takeover Challenge was the subject of extensive media communications including the Council's official Facebook, Twitter and Instagram accounts.

4. CONSULTATION

- 4.1 The Takeover Challenge is organised and delivered through a multi-agency arrangement involving the Council's public and private sector partners as well as secondary schools and further educational establishments from across the Borough. Young people have been instrumental in the consultation process to inform the options available and equally, the evaluation of engagement levels (falling) and feedback from last year's event is used to inform decision-making to maximise impact in future events.

5. ALTERNATIVE OPTIONS CONSIDERED

- 5.1 There is the option of continuing with Takeover Challenge and continuing to deliver the event in November. However, for reasons outlined within the introduction, proposal and recommendations sections, evaluation would suggest investing the resource taken up delivering Takeover Day would have more impact re-allocated to the recommended options in the report and development of the Inclusive Offer.

6. REASONS FOR RECOMMENDATIONS

- 6.1 Outlined within the report

7. GLOSSARY

N/A

8. LIST OF APPENDICES

Appendix 1: list of virtual and physical opportunities created
Appendix 2: Equality Impact Assessment

9. BACKGROUND PAPERS

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made

10. REPORT SIGN OFF

Financial consultation & sign off	Senior Financial Services officer consulted and date <i>Ashley Gray 24/02/2023</i>
Legal consultation & sign off	Legal Services officer consulted and date <i>Kate Gothard 20/02/2023</i>

Report Author: Alice Mason

Post: Projects Manager (Employment & Skills)

Date: 20/02/2023

Appendix 1 – virtual opportunities

Virtual Takeover Day Schedule

ACTIVITIES & TIMESLOTS						
10:15 – 11:00		11:15 – 12:00		13:00 – 13:45		14:00 – 14:45
TEAM GB TRIATHLETE – SELF EMPLOYED BUSINESS OWNER		POLICE – ENTRY ROUTES		MARKETING, COMMUNICATIONS & SOCIAL MEDIA		SUPPORTED INTERNSHIPS – DFN PROJECT SEARCH
POLICE – ENTRY ROUTES		WORKING IN PUBLIC HEALTH		ASSISTIVE TECHNOLOGY – ALTERNATIVE NHS CAREERS		WORKING IN THE FITNESS AND NUTRITION INDUSTRY. BUSINESS OWNER AND AUTHOR.
HENRY BOOT - CONSTRUCTION		WORKING IN THE FITNESS AND NUTRITION INDUSTRY. BUSINESS OWNER AND AUTHOR.		INTRO TO THE FIRE SERVICE		WHAT ARE EMPLOYERS LOOKING FOR?
INTRO TO THE FIRE SERVICE		WHAT ARE EMPLOYERS LOOKING FOR?		CHOOSING FUTURE CAREERS		SUPPORTING COMMUNITIES
CHOOSING FUTURE CAREERS		MARKETING, COMMUNICATIONS & SOCIAL MEDIA		APPRENTICESHIPS		HACKBOT - CYBERSECURITY
PUBLIC HEALTH NURSING – CHILDREN AND FAMILIES		MEDICINE MANAGEMENT – PHARMACY TEAMS		PUBLIC HEALTH NURSING – CHILDREN AND FAMILIES		CORPORATE & OPERATIONAL FINANCE
MEDICINE MANAGEMENT – PHARMACY TEAMS		FINANCE - PROCUREMENT		HACKBOT - CYBERSECURITY		JOBS IN ADULT SOCIAL CARE
FINANCE – INTERNAL AUDITS		JOBS IN ADULT SOCIAL CARE				

Physical/shadowing opportunities

Opportunity
Barnsley museums
Adult support worker
Construction
Training and development management
Public health
Environment and transport
Human Resources
Police
IDAS
Chief exec of council
Mental health nursing
Finance and contracts
Specialist Nurse Safeguarding Children