

SECONDARY BEHAVIOUR
SUPPORT SERVICE

ANNUAL END OF YEAR REPORT 2019-20



CONTENTS

OVERVIEW.....1

STAFFING STRUCTURE.....2

HIGHLIGHTS.....3

OUTREACH.....5

ALTERNATIVE PROVISION.....9

REACH.....13

BEHAVIOUR PANELS.....18

NEXUS.....20

LATEST OFFICIAL EXCLUSION DATA.....27



OVERVIEW

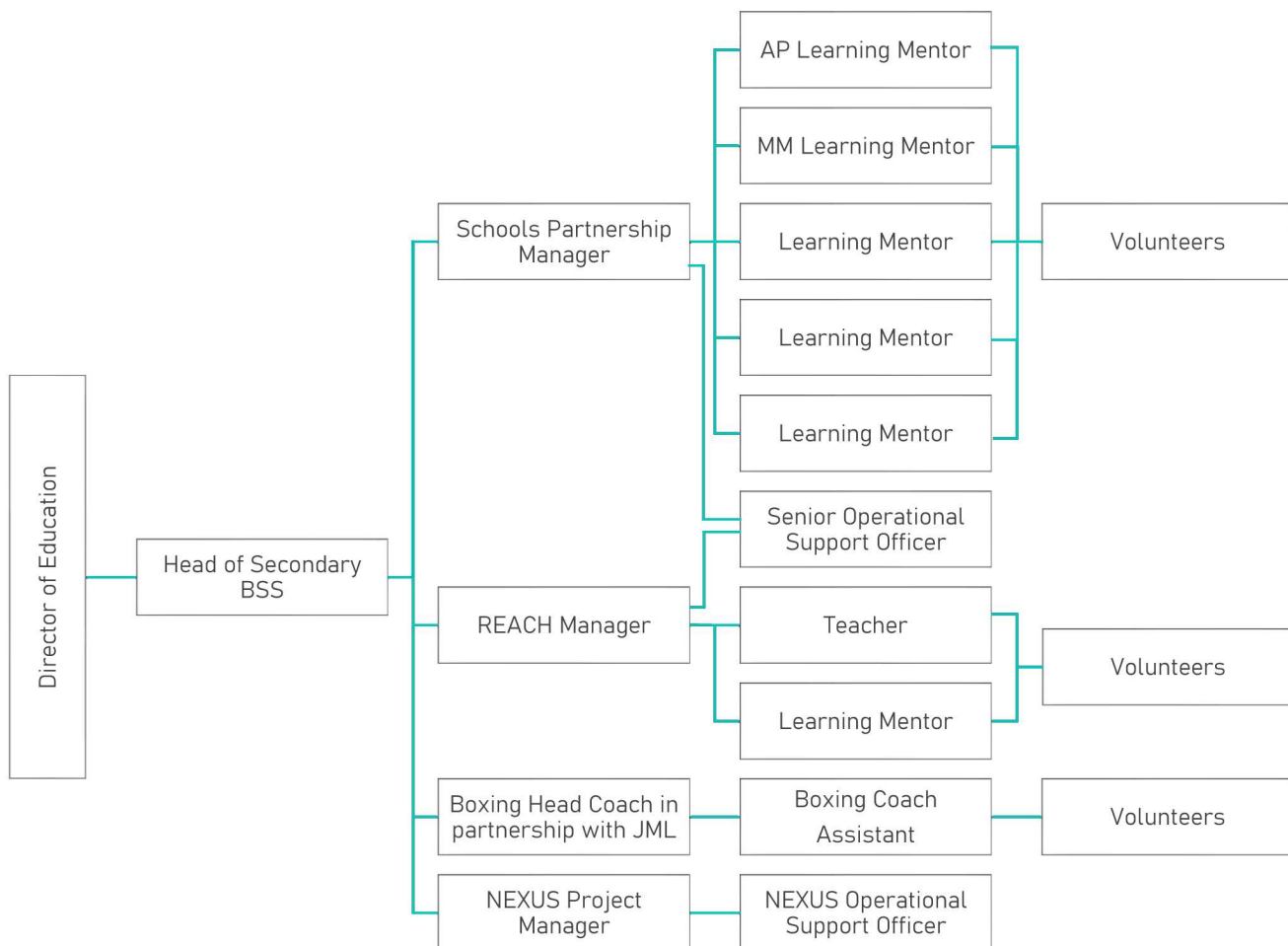
The Enfield Behaviour Support Service works in partnership with schools and children's services to improve pupils' behaviour, reduce exclusions and to support students that are educated within alternative provisions.

It is acknowledged that addressing poor behaviour and working effectively with disaffected pupils is not an easy task for schools to manage. Whilst matters can and should be addressed in-house initially, there are some complex cases that require more robust and intensive support and action. This is where the Behaviour Support Service provides support.

Within the Secondary Behaviour Support Service, we have three teams, the Outreach & Alternative Provision team, REACH and NEXUS. The Outreach & Alternative Provision team as well as NEXUS are all based at the Swan site, while REACH is based at the Newbury site.

This service is funded by the DSG, however the NEXUS project is funded by the Council.

STAFFING STRUCTURE



HIGHLIGHTS

OUTREACH

- By 16th March 2020 BSS 1-1 referrals were at 112. There were 117 in total for 2018/19. This indicates that without COVID-19, BSS referrals would have surpassed the 2018/19 total.
- Of the 112 referrals made in 2019-2020 that the BSS Outreach team worked with, 0 students were permanently excluded.
- Enfield were the 4th lowest borough in London for permanent exclusions for the year 2018/19
- Enfield, for the first time in years, were below the national average for permanent exclusion rates for 2018/19

ALTERNATIVE PROVISION

- The overall retention rate for students placed in Alternative Provision by BSS during 2019/20 was 100% - 0 students were issued with a permanent exclusion
- 86% of Year 11 learners achieved an English qualification as 2 students were in long-term custody, 2 students moved out of the Enfield Borough and 1 student moved back to Spain.
- 83% of Year 11 learners achieved a Maths qualification as 2 students were in long term custody and 2 students moved out of the Enfield Borough
- 85% of our Year 11 learners in AP secured ETE placements.

HIGHLIGHTS

REACH

- All 15 of the learners that have attended REACH have returned to their original schools. These students will be followed and supported by REACH staff as necessary.
- REACH received referrals from AIM, Edmonton County, Enfield County, Ark John Keats, Oasis: Enfield, St. Ignatius, Southgate and Winchmore.
- Pupils were asked 'How could REACH have helped you more?'
Overall, pupils enjoyed their time at REACH, were pleased with their progress, and could not identify improvements: *"They tried like their best and at this point, if I didn't take in anything, it's not on them it's on me, because like, at a point when you are taught something, it's not about someone teaching you it's about you taking it in."* (Pupil)

BEHAVIOUR PANELS

- 19 Behaviour Panels were carried out and a total of 93 students were seen from 12 schools

NEXUS

- 783 students participated in mentoring programmes or workshops in Enfield Secondary Schools run by NEXUS partners.
- 260 members of staff trained by Pivotal education
- Our Family Liaison Officer has supported 31 families using Solution-Focused Therapy.
- NEXUS interventions and workshops have been delivered in 19/22 Secondary Schools in Enfield

OUTREACH

1:1 REFERRALS

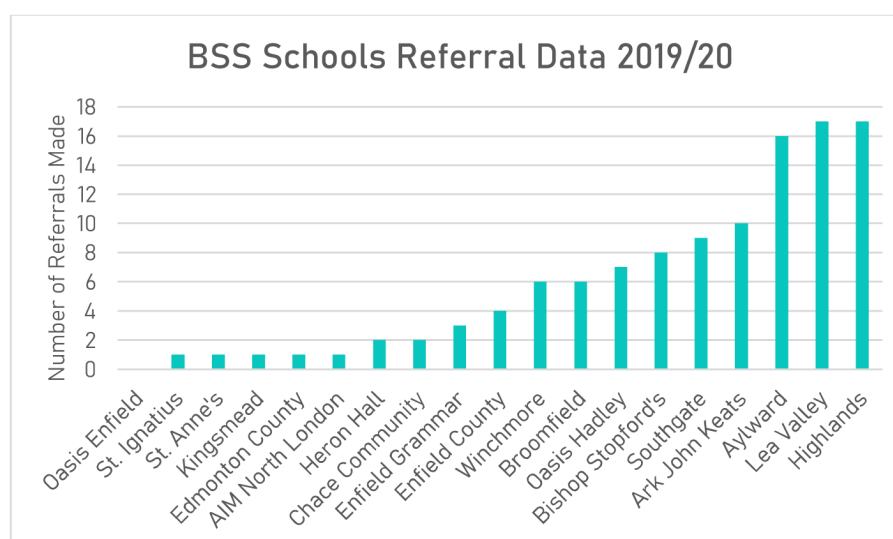
The referral form is used to refer a student for 1:1 mentoring. We have used the information from these referral forms to produce this report and identify any patterns and areas of concern.

112 new referrals were received via the BSS referral form this academic year. These referrals are from up to March 2020 as this date precedes the current pandemic and the consecutive shut down of schools. There were only 3 referrals after COVID-19 measures were lifted and schools started to operate again.

Of the 112 referrals made in 2019-2020 and students that the BSS Outreach team worked with, 0 students were permanently excluded

2019/20 referrals were made by 18 schools and 17 schools used BSS in 2018/19.

This is shown below:



OUTREACH

1:1 REFERRALS

Using the key below, the ethnicity data for referrals is shown in the follow graph:

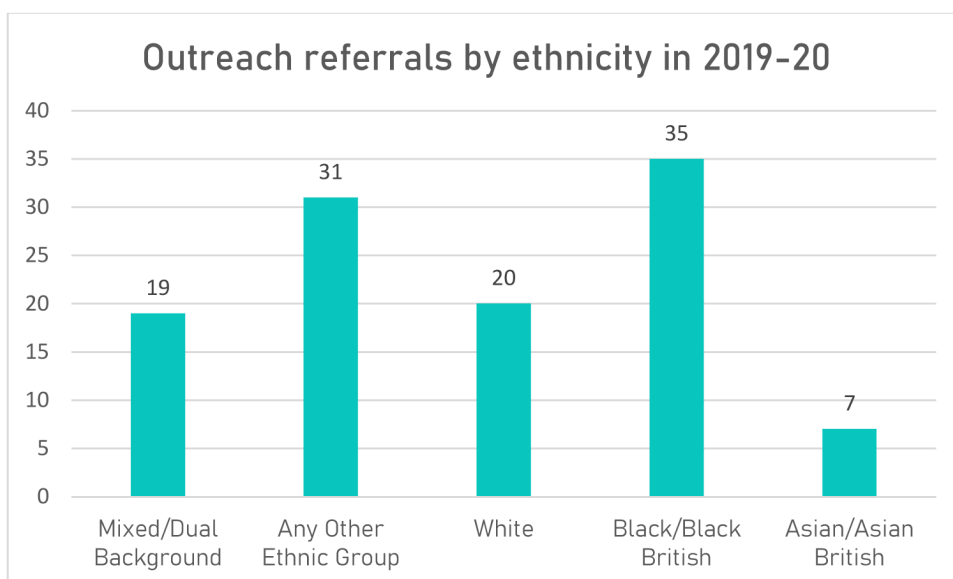
White - White British

Black / Black British - includes African nationalities such as Somalian, Nigerian, Ghanaian etc or those identified as Black British

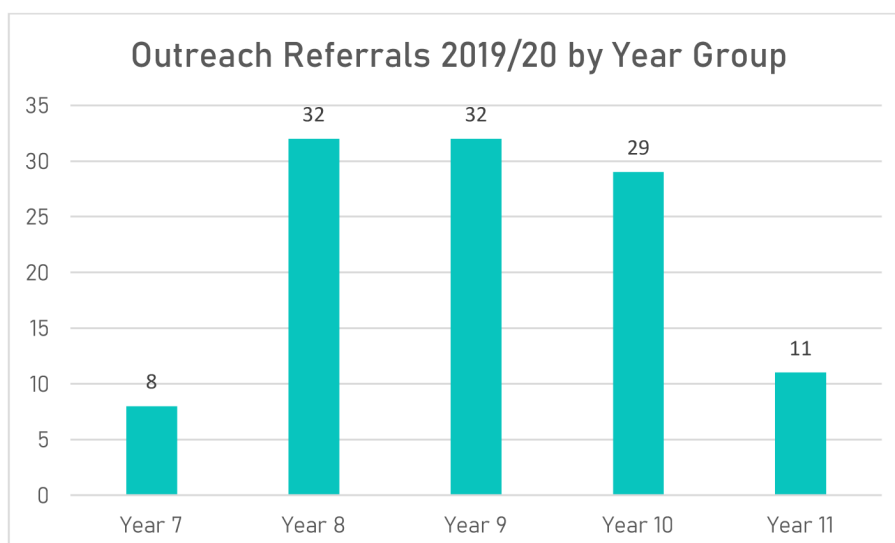
Mixed /Dual - These include white and black African / W&B Caribbean or any other Mixed background

Any other Ethnic Group - These include any European and Turkish/Kurdish backgrounds or any YP identified as White other

Unknown - We did not receive or could not find out nationality



The Year Groups of the referrals received is shown below:



OUTREACH

1:1 REFERRALS

Year group difference from 2018-2019 to 2019-2020 is as follows:

Year 7: decreased by 18 students

Year 8: increased by 2 students

Year 9: decreased by 10 students

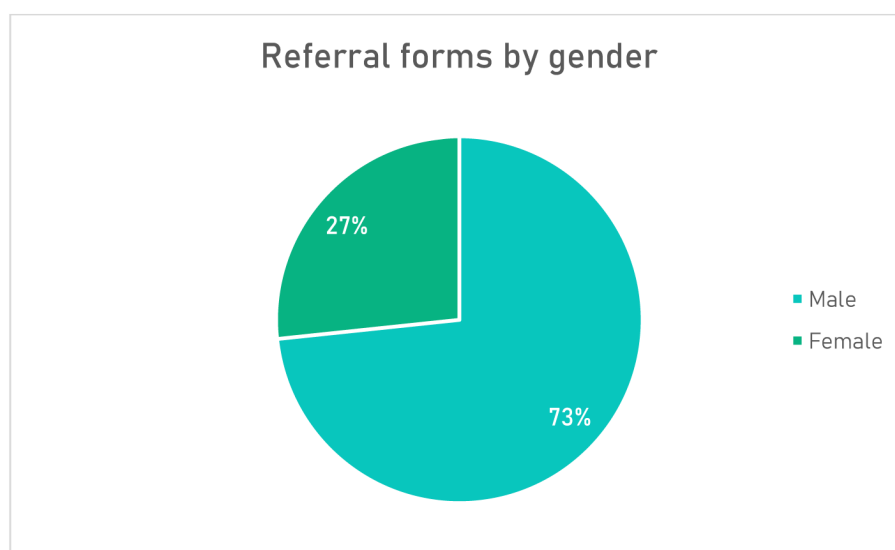
Year 10: increased by 11 students

Year 11: increased by 10 students

The breakdown of referrals by gender for 2019-2020 is as follows:

Male students - 87 (78%) which is a decrease of 7% and 12 referrals

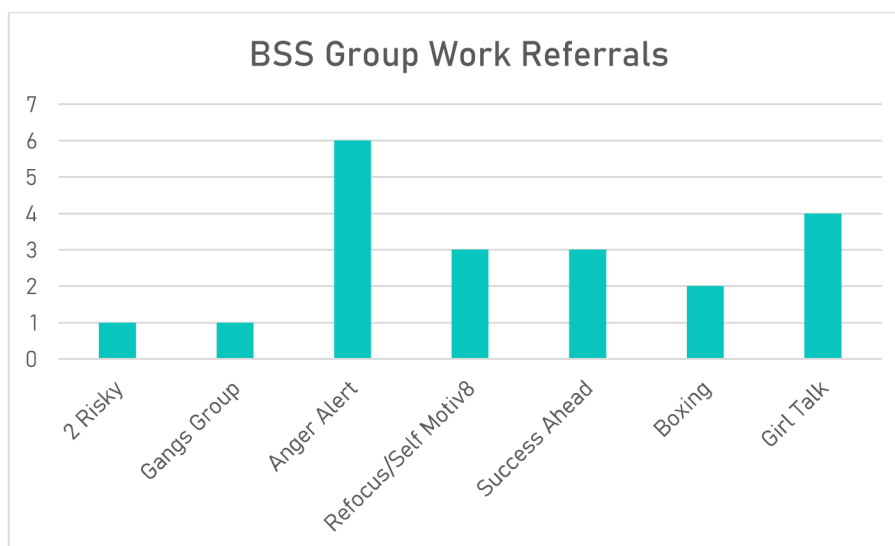
Female students - 25 (22%) which is an increase of 7% and 7 referrals



OUTREACH

GROUP WORK REFERRALS

In total there were 20 group work referrals up until March 2020, this is displayed in the graph below:

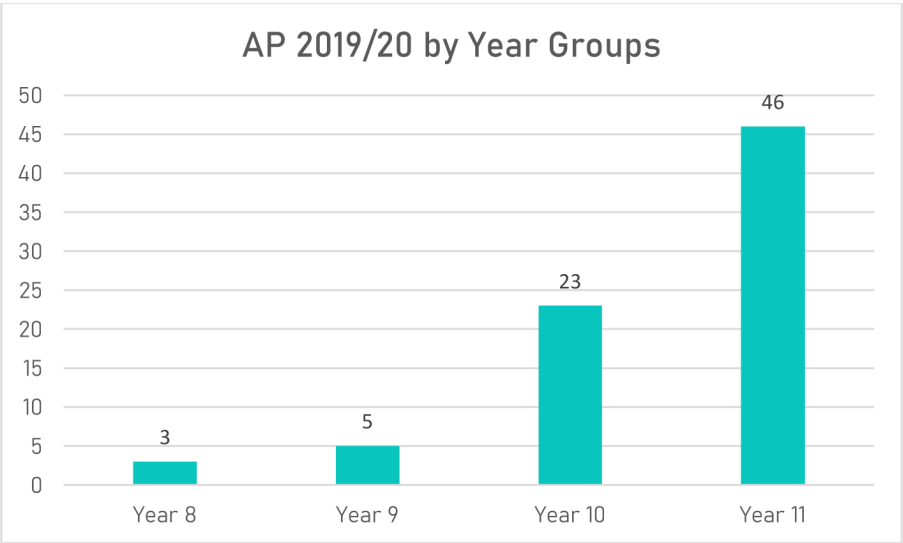
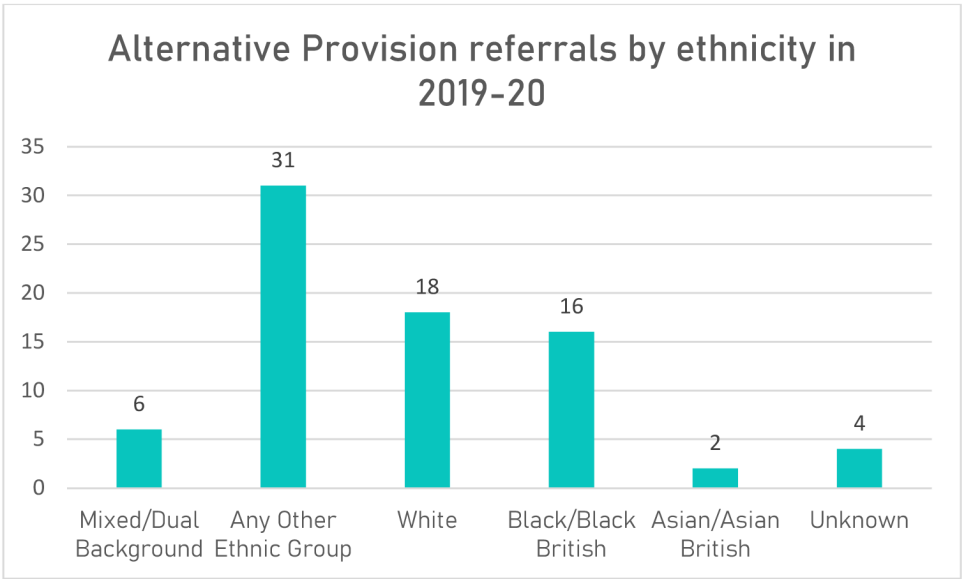


ALTERNATIVE PROVISION

REFERRALS

In total, Alternative Provision (AP) were working with 77 students during 2019/20. These pupils attended alternative provisions within the boroughs of Enfield, Walthamstow, Hackney and Haringey. AP were working alongside boroughs such as Cambridgeshire, Greenwich, Islington, Suffolk and Hertfordshire. There were 52 male students referred to AP and 25 female students in 2019-20.

Below is the ethnicity data of referrals received, please refer to the key on Page 6:



ALTERNATIVE PROVISION

RETENTION RATE

Our overall retention rate for 2019/20 was 100% because 0 pupils within Alternative Provision were issued with a permanent exclusion.

ACHIEVEMENTS

In the Summer term, we had 46 Year 11 students within Alternative Provision. Due to some students moving out of the borough and losing contact with some of the new referrals before COVID-19, 41 students were entered for English and Maths exams. No learners physically sat exams due to the pandemic.

PASS RATE FOR 2019/20

86% of learners achieved an English qualification and 83% of learners achieved a Maths qualification

These figures are due to students moving out of the borough, the country and 2 were in long term custody.

ATTENDANCE

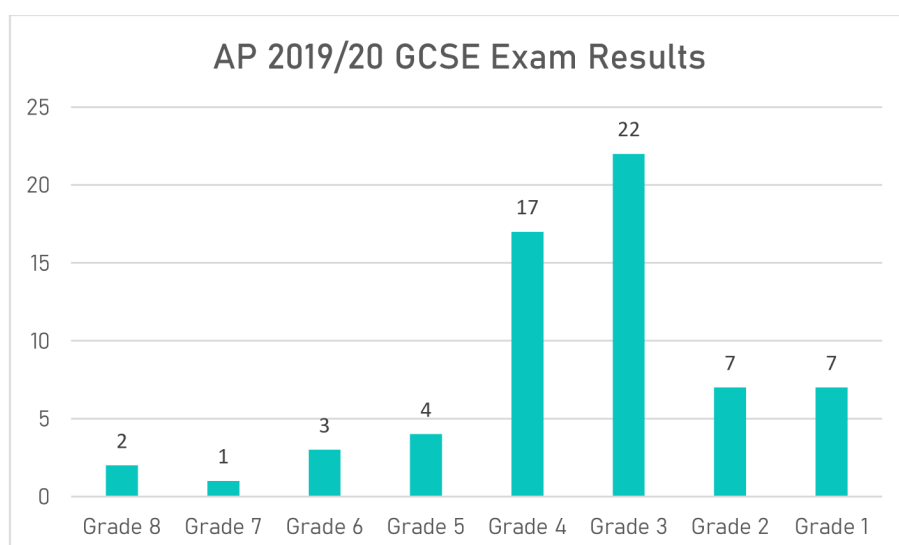
The overall attendance figure for our learners within Alternative Provision was 43% for 2019/20, this is a 4% decrease in comparison to 2018/19. The pandemic had a dramatic effect on the attendance figure for 2019/20. We also had learners who were placed on reduced timetables or received 10 hours a week of private tuition which significantly impacts the overall attendance figure.

Authorised absences across all provisions was at 18%. COVID-19 had an impact on these figures which makes it difficult to get an accurate depiction on overall attendance for Alternative Provision.

ALTERNATIVE PROVISION

EXAM RESULTS

Below are the GCSE exam results for AP students that were entered



FAP REFERRALS

This year, we received 2 referrals from Fair Access Panel and funded both placements

Name	Year Group	Provision	Cost of Provision
MB	9	ACE	£3,150
JF	11	LTS	£9,491

ALTERNATIVE PROVISION

POST-16 INFORMATION

85% of learners within Alternative Provision (AP) had applied for a form of education, training or employment by the end of Summer term.

Those who had not applied for a form of ETE were referred to the LBE Careers Service to help AP make contact and further support our students for Post-16.

Over August and September, contact was made by AP with all Year 11 leavers to confirm if they had enrolled into a form of ETE. Those who had not been successful were offered support and guidance from our service and details were passed onto the LBE Post-16 team to help support these students.

AP will continue to check in with these learners through the year.

REACH

BACKGROUND

REACH is an 8-week programme designed for 8-10 Learners in Year 9. It is based at the Newbury Site and focuses on impacting behaviour and developing essential skills. REACH aims to reintegrate all our learners into school after the programme, and continues to monitor their progress.

REFERRALS

The REACH referral form is used to refer an individual to attend the REACH program.

This consists of 8 weeks on site and 3 weeks transitioning back into school, supported by their key worker/mentor from REACH.

Using the information requested from the referral and evaluation forms, we have been able to collate the information to produce this report which will help us to identify any patterns or areas of concern.

This report can only be used for 2 groups instead of the usual 3 as we have had to deal with the COVID-19 pandemic. This means we were unable to run the programme in the 3rd term. This is reflected in the number of referrals.

REACH'S FIRST YEAR (AFTER PILOT)

15 referrals were received via the REACH Referral form this academic year.

This academic year has been made up of two groups:

Group 1 - 7 Learners from Year 9
(6 male students/1 female student)

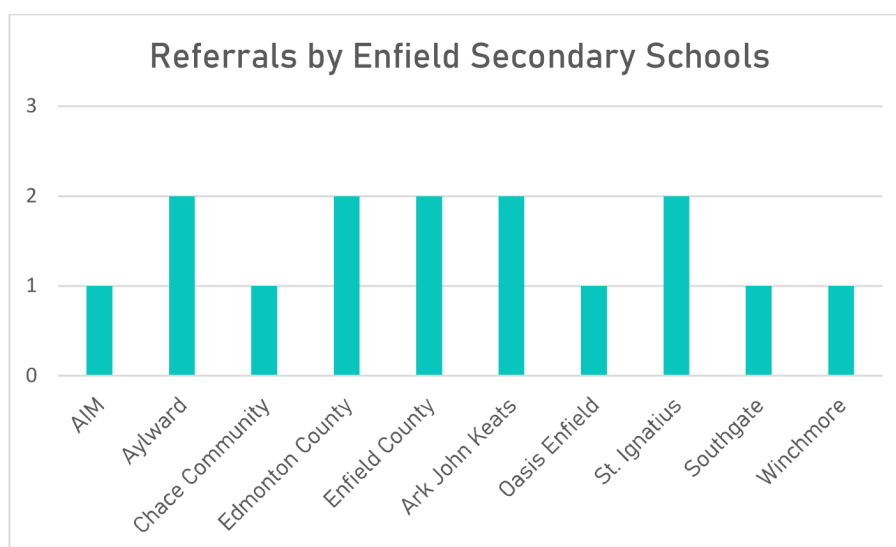
Group 2 - 8 Learners from Year 9
(5 male students/3 female students)

These referrals were made by 10 schools. The following graph displays this information.

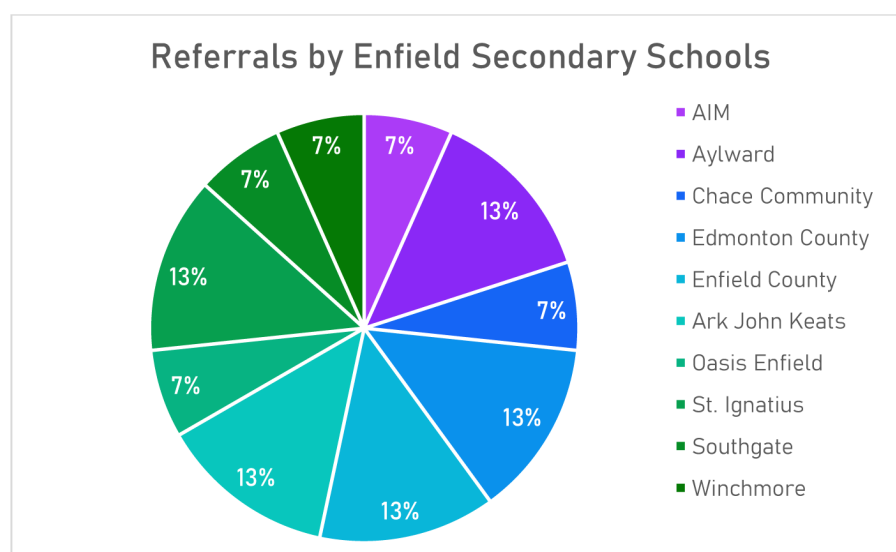
REACH

REACH'S FIRST YEAR (AFTER PILOT)

The graph below shows the referrals made by Enfield Secondary Schools:



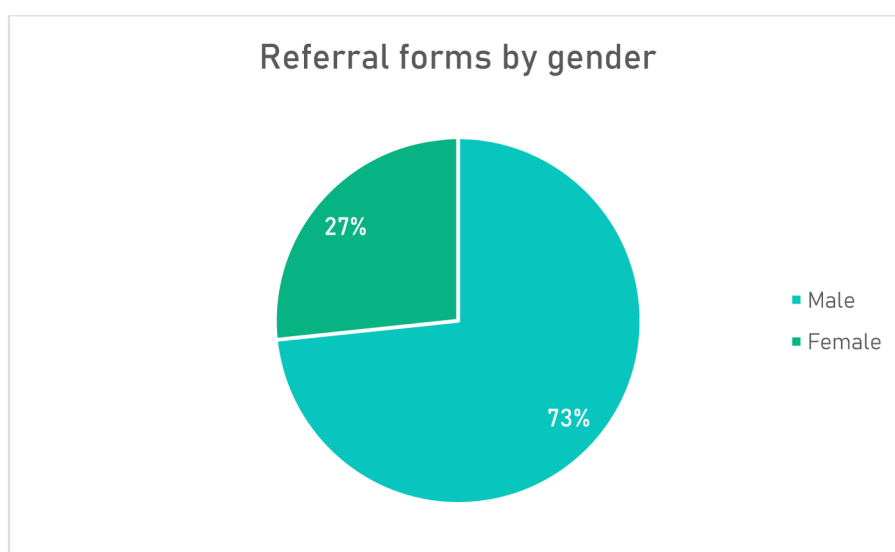
The chart below shows the percentage of referrals made by Enfield Secondary Schools:



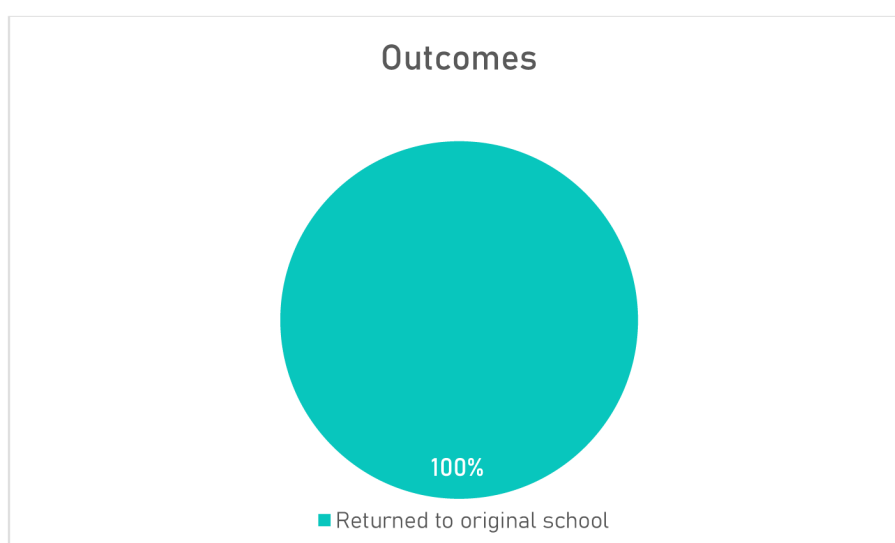
REACH

REACH'S FIRST YEAR (AFTER PILOT)

The REACH program is open to male and female learners, but as the chart shows below, there were a greater number of male learners referred compared to female learners.



Below shows the outcome of the learners after leaving REACH and returning to their original schools or continuing their education elsewhere:



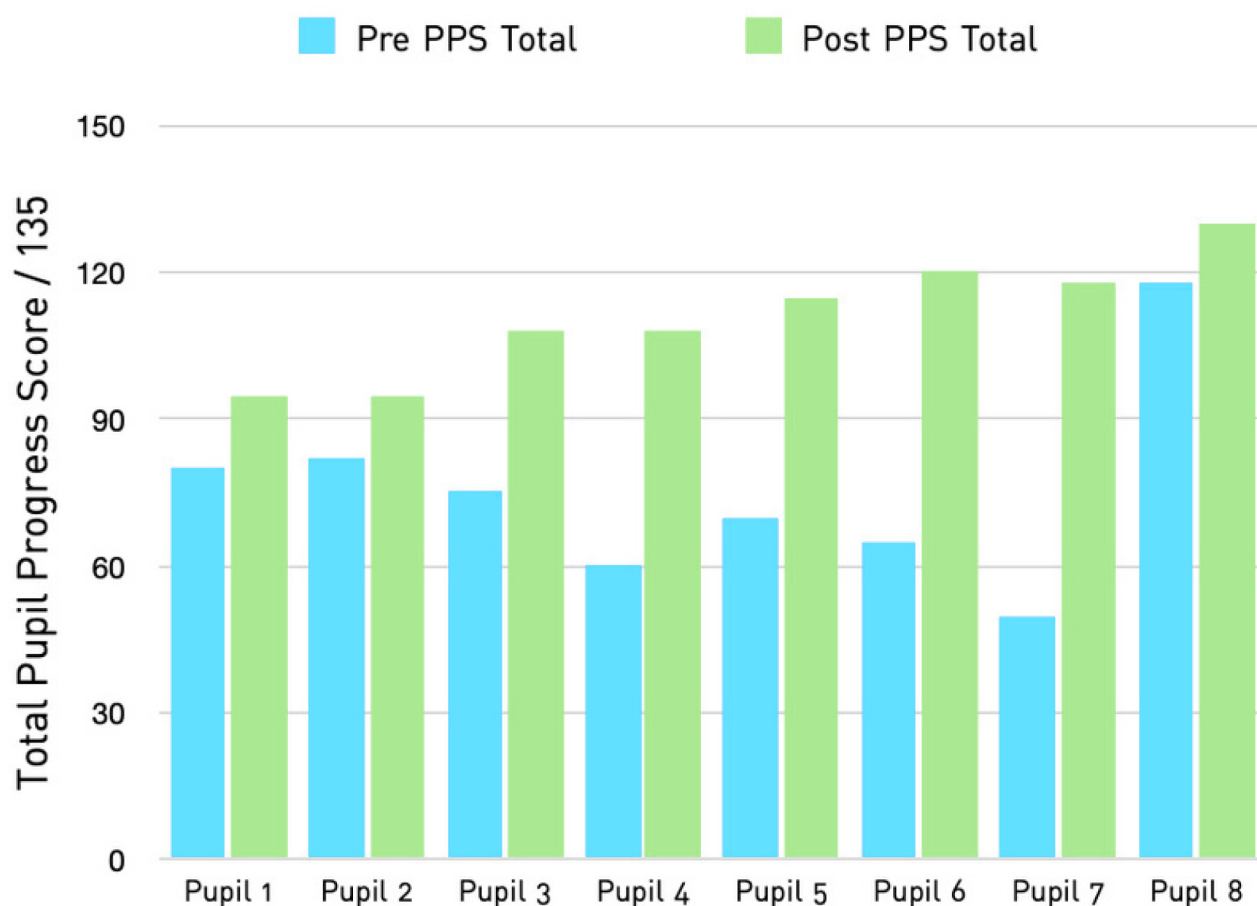
REACH

All 15 of the learners that attended REACH have returned to their original schools.

We will continue to follow these students and support them where necessary.

EVALUATION

REACH is evaluated through Pupil Progress Charts using Pupil Profile Scores (PPS). PPS is a measure of pupils' self-reported progress. The chart below shows pupils' progress using the total PPS – this is the pupils' total score from each Pupil Profile questionnaire. Pre-PPS were recorded in the first week of the intervention and Post-PPS recorded in the eighth week. All pupils made progress.



The PPS were also divided into statements on Engagement, Self-Esteem and Self-Regulation. The following chart shows pupils' individual progress in each area.

REACH



All pupils made progress in Engagement, Self-Esteem and Self-Regulation except Pupil 1, who dropped one point in the area of Self-Regulation. Pupils with a lower starting point made more progress than those with higher starting points.

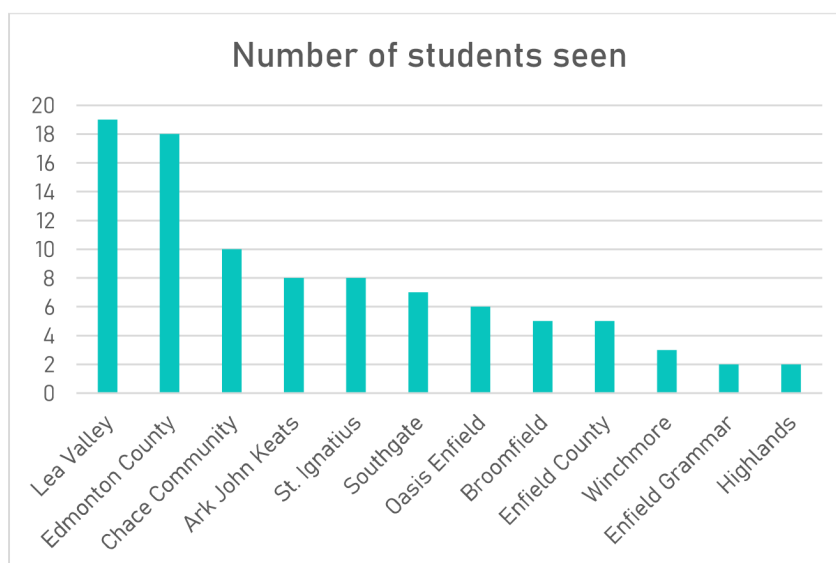
The average scores showed that pupils made progress during their time at REACH in all their weakest areas. The lowest scoring statement Pre-intervention was 'I keep focused when others are not behaving well' (Self-Regulation) which also demonstrated pupil progress. Most progress was made for the statement 'I am usually proud of my work' (Self-Esteem) and least progress was made for the statement 'I get attention in a positive way' (Self-Esteem), even though both statements had the same Pre-intervention score.

BEHAVIOUR PANELS

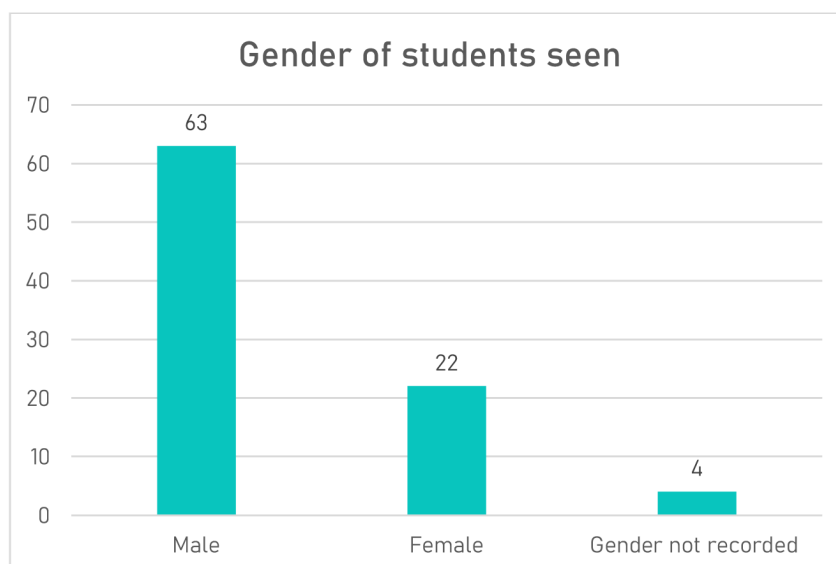
DATA

There were 123 Behaviour Panel meetings organised for this year in 12 Enfield Secondary Schools. The total number of students seen was 93. There were 3 emergency Behaviour Panels for this academic year and 1 student was permanently excluded. Family Based Solutions offer parental support in Behaviour Panels - 25 families considered this.

Due to COVID-19, Behaviour Panels were unable to be held after March.



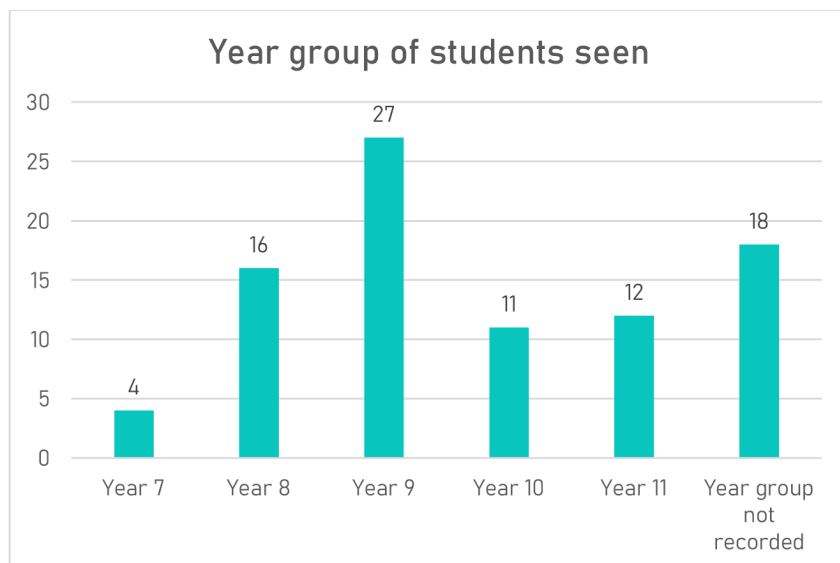
The following graph shows the genders of students seen:



BEHAVIOUR PANELS

DATA

The following graph displays the Year groups of students that were seen:



NEXUS

BACKGROUND

Given the increase in youth crime, violence, and exploitation in Enfield, Enfield Council was provided with funding to create and/or commission a range of interventions and diversionary activities to reduce violence and exploitation. NEXUS Enfield is at the core of this offer and is a community project led by the Enfield Behaviour Support Service.

Our main aim is to connect with young people, parents, schools, the voluntary and community sector, faith groups, local businesses, professionals and the police, not only to make Enfield a safer borough to live in, but to empower our community to unite together and stay connected by forging positive relationships.

Although our aim is to see a reduction in criminal involvement, it is difficult to measure what proportion of young people that are presently involved NEXUS would have become involved in criminal activities without this intervention. There is clear evidence that young people respond well to diversionary activities and that pupils who are in school are less likely to become involved in criminal activities.

In the last academic year, 19 secondary schools out of 22 received some form of NEXUS intervention or workshop. A total of 783 students participated in mentoring programmes or workshops across Enfield Secondary Schools last year.

NEXUS

VOLUNTEERS

10 volunteers completed CP training on 20th January 2020 and 5 volunteers were supporting REACH and the Boxing Club.

The total number of hours they completed last year was 288 hours.

BUTTERFLY PROJECT

Aimed at young women and girls, The Butterfly Project is a six-week programme of activities designed to increase confidence, raise aspirations, and develop a sense of community.

The target for this project was to work with 36 girls. However, we have surpassed this target as a total of 108 students accessed this project across 10 Secondary Schools.

3 groups had to be postponed due to COVID-19 but arrangements will be made for these groups to take place during the Autumn term.

2 students from Orchardside went back to mainstream school since engaging with this programme.

BTEG – ROUTES 2 SUCCESS FOR BAME PUPILS

This ethnic minority role model workshop was delivered to a total of 167 students from 2 Primary Schools and 3 Secondary Schools in Enfield last year.

NEXUS

FINDING AMANI WORKSHOP

This workshop was delivered via Zoom to 19 Year 6 pupils at Latymer All Saints Primary School on the 13th July 2020 to support these vulnerable learners with their transition to Secondary School. The feedback received for this workshop was hugely positive:

100% of students felt that this presentation made them change the way they will approach their education moving forward.

100% of children felt that Amani's story would help them change their negative behaviours and choices.

PLATINUM PERFORMING ARTS POWER 2 MAKE A CHANGE

Platinum Performing Arts work with secondary school pupils. This programme provides free early intervention and prevention on a variety of social issues such as gang, gun and knife crime, using arts to make a difference offering young people a platform.

The Power 2 Make a Change programme was delivered to 318 children and young people from 8 Secondary schools, using performing arts to provide children an opportunity to tell their story.

NEXUS

FAMILY LIAISON OFFICER FAMILY BASED SOLUTIONS

Our Family Liaison Officer has been trained in Solution Focused Therapy and has been using this approach when working with families. The target is for Jason to work with 40 Enfield families and last year he worked with 31 families. 12 of those families no longer need to access this intervention.

During the pandemic, Family Based Solutions used Zoom to provide online services and saw an increase in referrals due to the lockdown and the amount of time families have had to spend with each other. Working via Zoom was a positive experience with Jason as it allowed him to support more families due to lack of travel to and from appointments.

HOLLER

Holler works with local Secondary Schools to deliver inspirational assemblies and workshops to improve young people's life chances with an aim to improve educational attainment, raise aspirations and encourage future job prospects.

The target is for Holler to work with 5000 pupils across 75% of schools over a period of 2 years. Holler Inspirers have seen a total of 2,295 students and been into 55% of Secondary schools in Enfield delivering assemblies.

Due to the success of the Holler assemblies and securing funding from the Inspiring Enfield Young Londoners fund, Holler have created 6-week Life Skills workshops for students in Secondary Schools. The pilot for these workshops took place at Chace Community School in July, with the students coming in and completing the programme during the summer holidays. This workshop inspired 9 KS3 students.

Three assemblies were booked for March which would have increased the total number of students seen as well as the percentage of schools that are involved however, these were all cancelled due to COVID-19. These will be rescheduled once schools confirm that they are happy to have external visitors back on site.

NEXUS

ADDITIONAL TARGETED SUPPORT FOR PRU PUPILS

The Butterfly Project was delivered to Orchardside until the end of the academic year and supported a total of 15 students from March 2019 until July 2019. Two students who were mentored via this project have now returned to mainstream education.

NEXUS also funded a trip to Jamie's farm for 6 vulnerable pupils in Autumn term, and has also funded a second trip for an additional 6 pupils in Spring term as well as a follow up programme to support those students who have taken part in this project. Unfortunately, due to COVID-19, this second trip as well as the follow up programme are currently on hold and have been scheduled to take place in Summer term 1 depending on the situation with COVID-19.

Finally, additional support was also provided to Year 11 students at Orchardside as the NEXUS funding allowed staff to create attainment packs for 18 students to support them with their revision and exams.

NEXUS

FEEDBACK

Location: Orchardside school

Project: Butterfly

Facilitator: Miss R. Martial

Since the inception of the Butterfly project at Orchardside school we have recognised the impact that this project and the manner in which the Miss Martial develops relationships with the students and provides guidance and support regarding their social, emotional and behavioural wellbeing.

Students understand that the information that they share with the Miss Martial is confidential unless there is a safeguarding issue. They feel comfortable and confident to express their feelings while in the company of the Miss Martial. The students thoroughly enjoy the Butterfly sessions and will consistently ask for Miss Martial during the week.

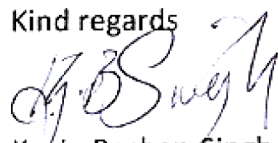
The positive impact upon the students is evident. There have been improvements in attendance, punctuality and behaviour. One of our female students who is consistently late for school has only been late to school six times over the last four weeks, from the week starting the 11th Nov 2019 – the week starting 9th December.

Another student Miss Martial was previously working with has now been reintegrated into mainstream education. Miss Martial's work contributed towards this student's attitude change enabling her to self-regulate and positively manage social situations.

As a result of the disaffected nature of our students, chaotic homes lives, gang pressures, drug misuse issues and other negative influencing aspects of their social world the students find solace in Miss Martial and the work she undertakes with them.

We are very pleased to have her here supporting our student's needs.

Kind regards



Kevin Bachan-Singh

NEXUS

JOE MORRIS BOXING CLUB

The boxing club aims to help children and young people's emotional well-being through interventions using boxing.

54 students completed the Above the Belt programme since it launched. This is from a total of 6 different schools. 8 children have also completed the Boxing programme. 4 groups had started the Above the Belt programme in March however, these sessions were interrupted due to COVID-19 and will be rearranged in the Autumn term.

We are pleased to confirm that the completion of the new build is likely to be the end of April 2021.

UPSKILLING TEACHERS

Our target for Upskilling Teachers was to deliver training to 100 key members of staff. Last year, NEXUS funded Positive Behaviour Management Training which was delivered by Pivotal Education to a total of 220 members of staff across 3 secondary schools.

We also arranged a training day for staff working within alternative provisions. 40 members of staff from 11 alternative provisions attended and 91% of attendees rated the training day as excellent. There was also a training session booked for Herron Hall Academy in April which has been postponed due to COVID-19 and will be taking place in early 2021.

From July 2020, NEXUS commissioned the Enfield Professional Learning Team to lead on organising training for Secondary Schools in Enfield. They will be leading on two training packages – Unconscious Bias and Anti-Racism and Pivotal Behaviour Management training.

The Fearless Crimestoppers Project have also delivered training to 30 members of staff at West Lea School, focusing on county lines, exploitation and knife crime as well as Crimestoppers and the resources available for staff members in schools, resulting in a total of 290 members of staff in Enfield being trained.

NEXUS

HEARD

HEARD aims connect parents to connected children. This is done through a public discussion with an open forum. The sessions are question and answer and are facilitated by a host and each have their own expert panel which is tailored to the event topic. HEARD gives parents the opportunity to share the challenges they face on a daily basis, and receive expert advice.

HEARD was launched on 26th February 2020 and the first event took place on this date at The Dugdale Centre.

Feedback was hugely positive as shown below:

93% of attendees stated the event was useful to them
97% would recommend others to attend the event in future
88% of attendees gave the event a rating of 7 and above out of 10

Due to the pandemic, HEARD forums were then moved to a digital platform and the first digital HEARD event took place on 11th June 2020 with a total of 63 participants.

37.5% of attendees found the event extremely helpful
56.25% found the event very helpful
100% of attendees would recommend others to attend the event in future

CHiPS

CHiPS is a network of 'safe havens' across the borough where anyone who is lost, at risk or feels vulnerable can go in and ask for help and assistance.

In the last academic year, there were 200+ CHiPS points in Enfield and the promo video had 424 views on YouTube. The ECYPS team delivered 7 CHiPS assemblies.

We are pleased to confirm that the CHiPS Website was also launched:
<https://www.chipsenfield.com/>

LATEST OFFICIAL EXCLUSION DATA

PERMANENT EXCLUSION DATA FROM THE PREVIOUS YEAR

The table below shows how in the year 2017/18, Enfield had 57 permanent exclusions and were the 21st lowest (11th highest) for the rate of permanent exclusions.

Local Authority	Permanent Exclusion in 2017-18	Pupil Population	Permanent Exclusion Rate
Tower Hamlets	7	44,057	0.02%
Kingston upon Thames	6	25,442	0.02%
Merton	9	28,695	0.03%
Greenwich	14	42,796	0.03%
Richmond upon Thames	11	27,134	0.04%
Barking and Dagenham	19	43,146	0.04%
Sutton	19	38,130	0.05%
Barnet	30	57,873	0.05%
Wandsworth	19	33,657	0.06%
Newham	38	60,956	0.06%
Enfield	57	58,047	0.10%

However, since the launch of NEXUS, there has been a significant difference in the permanent exclusion figures for Enfield, particularly in comparison to local surrounding boroughs and other London boroughs.

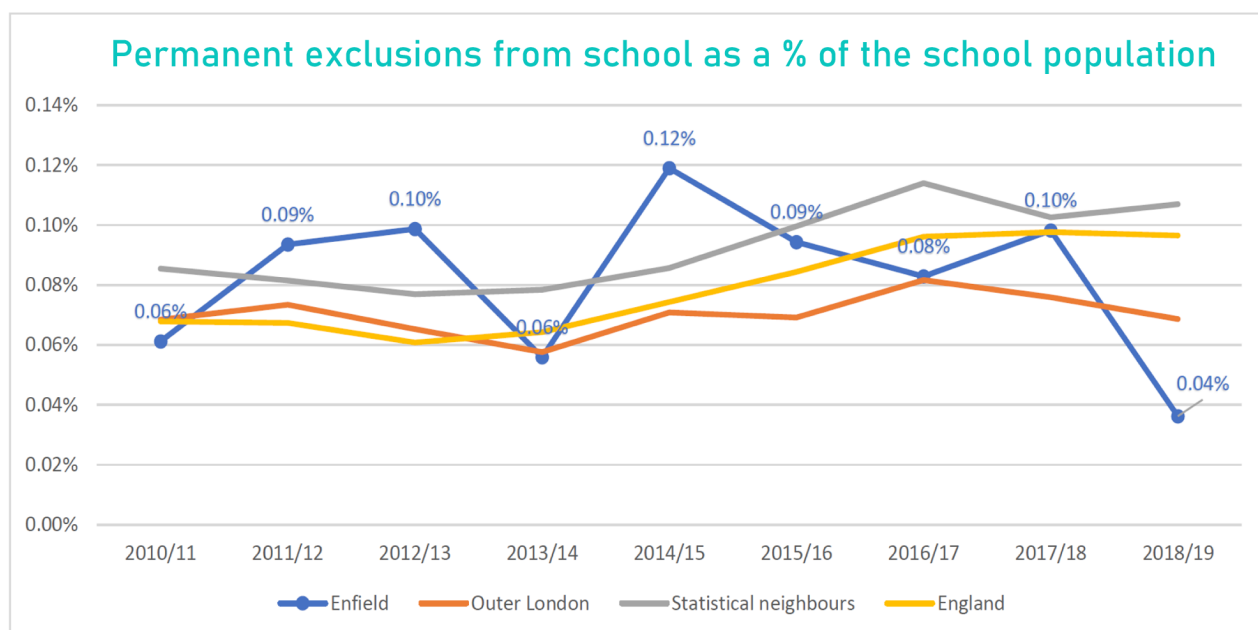
The following table contains the latest permanent exclusion figures from 2018/19. The table shows that Enfield has seen a reduction from 57 permanent exclusions to 21. The rate of permanent exclusion dropped from 0.10% to 0.04% and this has changed Enfield from being the 11th highest borough for their rate of permanent exclusion to the 3rd lowest.

LATEST OFFICIAL EXCLUSION DATA

PERMANENT EXCLUSION

Local Authority	Permanent Exclusion in 2018-19	Pupil Population	Permanent Exclusion Rate
Tower Hamlets	6	44,725	0.01%
Kingston upon Thames	7	26,035	0.03%
Enfield	21	57,977	0.04%
Havering	17	39,409	0.04%
Wandsworth	16	34,117	0.05%
Barnet	31	58,943	0.05%
Hammersmith and Fulham	11	20,430	0.05%
Richmond upon Thames	15	27,730	0.05%
Lewisham	22	39,947	0.06%
Lambeth	21	37,347	0.06%

The graph below displays the permanent exclusions rate from 2010/11 to the latest data:



LATEST OFFICIAL EXCLUSION DATA

FIXED-TERM EXCLUSION

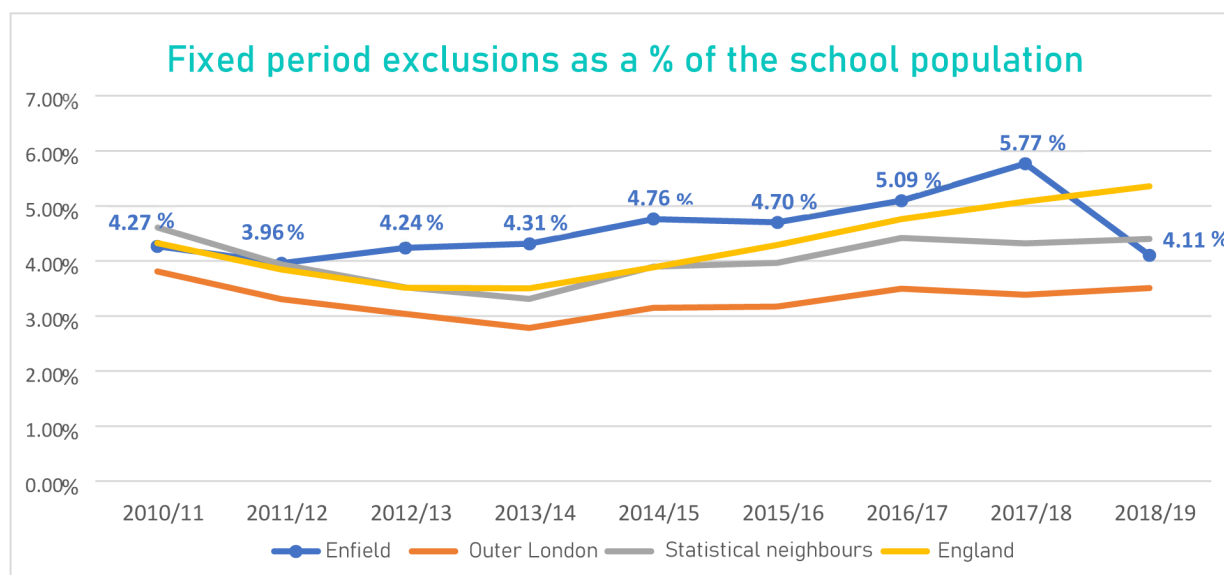
The table below displays the latest data regarding repeated fixed-terms and their rate in England, Inner and Outer London Boroughs and the statistical neighbours of Enfield:

Local Authority	Repeated Fixed Terms	Repeated Fixed Term Rate
Nottingham	1,688	3.62%
Wolverhampton	1,340	2.95%
Waltham Forest	1,182	2.78%
Enfield	1,558	2.69%
Birmingham	5,142	2.55%
Croydon	1,443	2.50%
Haringey	957	2.50%
Luton	906	2.38%
Reading	450	2.01%
Greenwich	828	1.92%
Barking and Dagenham	570	1.31%
Statistical neighbours (average)	1,451	2.50%
Inner London (average)	817	2.62%
Outer London (average)	935	2.08%
England (average)	1,314	2.44%

LATEST OFFICIAL EXCLUSION DATA

FIXED-TERM EXCLUSION

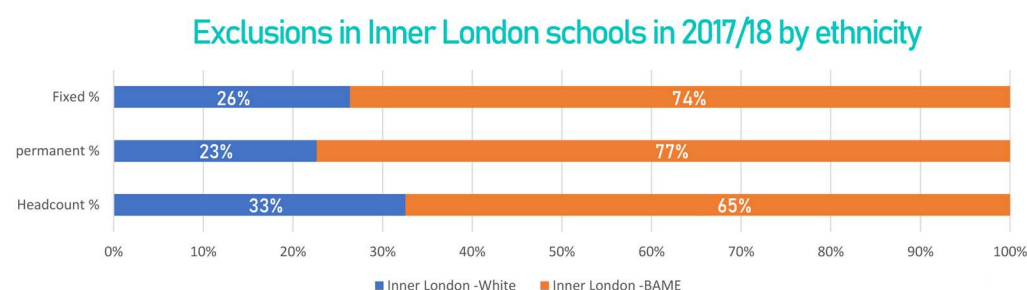
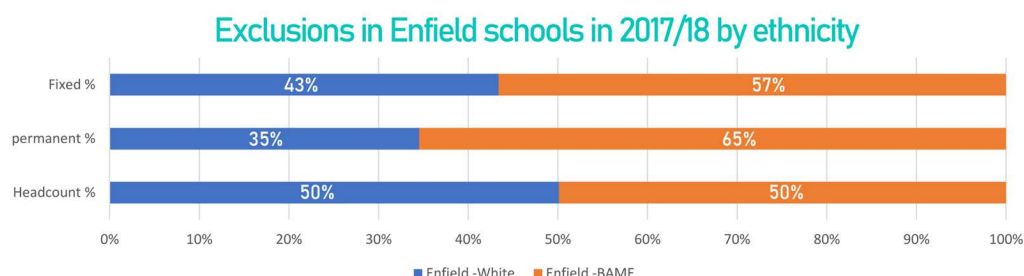
The graph below displays the latest data regarding repeated fixed-terms:



LATEST OFFICIAL EXCLUSION DATA

EXCLUSIONS BY ETHNICITY DATA

The graph below displays the data from **last year** regarding exclusions in Enfield by ethnicity:



This can be compared with the graph below that displays the **latest data** regarding exclusions in Enfield by ethnicity:

