

Update on Adult Learning within Hillingdon

Committee name	REESPOC
Officer reporting	Debbie Scarborough, Adult and Community Learning
Papers with report	Appendix A: HACL Strategic Plan Appendix B: Funding streams Appendix C: Ofsted Report, Dec 2019 (issued Jan 2020)
Ward	N/A

HEADLINES

The purpose of this report is to inform Members about the work and impact of the Adult Learning service on Hillingdon's residents and Council.

RECOMMENDATIONS:

That the Committee:

- 1. Notes the update set out in this report; and**
- 2. Questions officers on the impact of adult learning in the Borough and the priorities set out in this report.**

SUPPORTING INFORMATION

The strategic approach we take to providing education for adults residents in Hillingdon.

To support the Council's vision of 'Putting our Residents First', the mission of Hillingdon Adult and Community Learning (HACL) is to provide every learner with 'an outstanding learning experience that supports them towards a clearly identified and ambitious goal and encourages their economic, social and emotional wellbeing'. The service's values are aspiration, commitment, integrity, passion and pride, which staff members work hard to embody whilst encouraging learners to do the same. The first point on its mission statement is 'to put learners at the heart of everything we do, providing a safe, purposeful and focused environment in which to learn'.

Key strategic drivers for the service are national, regional and local priorities and these are reflected in HACL's strategic plan 2018-20 (attached as Appendix A). This has 5 key aims which have a brief position statement attached at the end of the document. The strategic plan for 2020-2023 is in development.

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Description of the provision and key numbers

Key data	16-17	17-18	18-19
Learners <i>Individual people</i>	2507	2672	2917
Enrolments <i>People can enrol for more than one class</i>	4663	5051	5170
Retention <i>Proportion of those enrolled who stay until end of course</i>	94.7%	93.0%	92.6%
Attendance <i>Important because they can't learn if they don't attend</i>	85.6%	87.9%	89%
Achievement <i>Of those who started, what proportion passed the course?</i>	89.7%	88.9%	89.5%

HACL's enrolment numbers are increasing year on year.

- 93% of those enrolled live within the Borough,
- 98% are Londoners and 2% of enrolments come from outside London.
- Hillingdon Wards in order of the greatest enrolment numbers are:
 - Botwell
 - Uxbridge North
 - Pinkwell
 - West Drayton
 - Townfield
 - Yiewsley
 - Yeading
 - Barnhill
 - Charville
- Women make up 84.2% of enrolments.
- 37.4% are White British and 62.6% have other ethnic backgrounds.
- 19.8% have declared a learning difficulty or disability.
- Over 50% of those undertaking exams are working at entry level.

What we offer

The curriculum offer to residents is divided into four main provision types:

Provision type	Content	Feedback from learners
English, Maths and Digital Skills	<p><i>Qualifications in English, Maths, ESOL, Digital Skills and IT.</i></p> <p><i>Non-qualification courses in all of the above.</i></p> <p>English, maths and digital skills are <i>free to residents</i>; ESOL and IT have <i>fees attached</i>.</p>	<p>“Before I was shy and afraid to speak to people. My studies here at HACL have given me the confidence to communicate and express myself. I practice English speaking at my community gatherings and have also started attending parents - teacher meetings at my children's school.” <i>Learner, English for Work course</i></p>
Learning for work	<p><i>Qualifications for Early Years, Childcare, Teaching Assistant, Childminders, Health & Social Care, Counselling, Community Interpreting, Floristry, RHS Horticulture, British Sign Language</i></p> <p><i>Non-qualification courses in some of the above.</i></p> <p><i>Fees attached.</i></p>	<p>“During my courses with HACL, I have met lots of people from different backgrounds which enhanced my understanding of people. This helped me understand the wider society and not restrict myself to socialising with people from my community alone.” <i>Learner, Teaching Assistant course</i></p> <p>“It would be lovely to inspire other women in my position. If I can do it, anyone can do it...life hasn't always been easy but I've gotten through and the courses I have done have definitely helped me build self-confidence and self-belief. My tutors at HACL have contributed greatly to my journey, with their gentle nurturing and absolute quality teaching. I'd like to go into garden planning/design eventually! I've got a long way to go still but I'm enjoying the journey.” <i>Learner, horticulture course</i></p> <p>“All this while, I was facing tremendous challenges in my personal life. The support extended by my tutor and service manager helped overcome these challenges in my personal life and made me a strong and confident person.” <i>Learner, Community Interpreting course who is now employed by the 'Language Shop'.</i></p>

<p>Learning in the community</p>	<p><i>Non-qualification courses in centres:</i> Personal development courses in arts, media, leisure and languages. <i>Fees attached.</i></p> <p><i>Community-based, resident focused courses:</i> Family English, Maths and Language delivered in schools/children's centres to support parents to improve their own skills in order to support their children's education. <i>Free to residents.</i></p> <p>Multi-generational learning to encourage communication and activities between children and parents/ carers/grandparents. <i>Free to residents.</i></p> <p>Partnership working with 20+ community groups to deliver wide range of courses to residents in disadvantaged groups and deprived postcodes. Examples include mental health provision, Austin Estate, MIND, Yeading Community House, Stroke Association, Hillingdon Carers, WREN Centre (dementia), Afghan Youth Society, Age UK, Halo Children's Foundation. <i>Free to residents.</i></p>	<p>"The HACL Creative Writing course is balanced in its focus between scriptwriting, poetry and short-story writing and aims to take novice and veteran alike from introduction in the subject matter to tips on publishing. I've certainly improved and, as a side benefit, my lyric writing has improved, too!" <i>Learner, Creative Writing course.</i></p> <p>"I like the teacher's style of teaching, very clear, good resources online, well explained, she makes connections with people. Before I started I could not have imagined how much I would have learnt, it's amazing, we cover a lot and it's fun." <i>Learner, Spanish Breakthrough</i></p> <p>Somali Women's group says that, <i>'the courses have been so good for us. They (our community service users) come in and improve their reading, writing and speaking and listening and this gives them confidence in dealing with everyday situations - speaking to GPs, teachers, etc. Also impacting on their life at home with their family.</i></p> <p>Hillingdon Carers: <i>'Learners comment on how beneficial and valuable the courses are to them. The group who attended the Get To Know Your Computer Better commented they would like to progress with their IT skills so a Next Steps in IT has been planned for them. One learner who attended a Hanging Baskets course was also enrolled onto a Wellbeing Course. She said attending these had really been beneficial to both herself and her relationship with her severely disabled daughter. She has now enrolled onto L1 Floristry qualification.'</i></p>
<p>Learning for adults with learning</p>	<p>Independent Living courses <i>Highly subsidised fees attached</i></p>	<p>"Teachers here are good and have helped me with cooking and learning. This course has been amazing for me." <i>Learner, Independent Living.</i></p>

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<p>difficulties and disabilities</p>	<p>Courses at the Queens Walk Resource Centre for those with profound and multiple learning difficulties. <i>Free to residents as part of our targeted outreach</i></p> <p>Pilot provision in 2019-20 for high needs learners. <i>Free to residents but funded by LA through DSG and Early Support Funding.</i></p>	<p>‘Our service users greatly benefit from receiving the specialist skills and knowledge of qualified tutors, and sadly many of our parents/carers are unable to afford the fees associated with such courses. Partnership working opens up so many educational opportunities to service users who would otherwise be excluded from formal education.’ <i>Partner evaluation, Queens Walk.</i></p>
<p>Additional services</p>		
<p>Education and Careers advice</p>	<p>Provision of information and advice to residents to help them take their first/next steps. Free to residents.</p> <p>This element of the service is currently being developed further using the Strategic Investment Pot funding.</p>	<p>“Everybody I have met today has been very pleasant and helpful - Mel, the course advisor and the two ladies on reception- Viv and Sandra.” <i>Resident asking about Wellbeing courses.</i></p>
<p>Volunteering opportunities</p>	<p>HACL’s volunteering programmes were introduced in 17-18 supported by the Talk English project. 31 volunteers were active in 2018-19, supporting learners with lower skills levels in subjects from maths to British Sign Language. Other volunteers, including some ESOL learners with higher level skills, have undergone Talk English training and facilitate conversation groups for beginners in English.</p>	<p>“At HACL, I have met a wide range of people from different backgrounds, circumstances and have seen different viewpoints. I have experienced diversity and inclusion in action. People here are able to share and inspire each other. I have learnt to treat everyone equally and still be able to differentiate their learning capabilities. It is important to accommodate everyone and value their outputs. Volunteering made me reflect and reinforce different teaching methods and gave me different ideas for teaching adults and children. I have gained a lot more than I would have thought.” <i>Learner/volunteer/Governor, this resident is now employed as well.</i></p>

Latest Ofsted Inspection

HACL was inspected by Ofsted in December 2019. The service was found to be well managed with consistently good teaching that is tailored to the needs of the learners. All staff are proud to

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work for HACL and feedback from 346 students provided ‘overwhelmingly positive’ comments. Students enjoy their learning and 98% reported that they would recommend HACL to friends.

Some areas for further development include the need to develop greater opportunities for scrutiny and challenge and to fully capture the impact of learning on students’ lives. The capacity in the service was found to be sufficient to maintain quality and whilst inspectors found that teaching and learning were good, some teachers do not always correct students spelling, punctuation and grammar. The Ofsted report is attached as Appendix 3.

How we are funded

HACL is primarily externally-funded through the Adult Skills Budget. In August 2019, the budget for Londoners was devolved to the GLA and the service works towards the Mayors priorities as identified in the “Skills for Londoners” strategy published in June 2018.

The Education and Skills Funding Agency (ESFA) provides funding for learners who live outside London and the European Social Fund contributes elements to both funding streams. The Local Authority contribution of £70k is utilised to the tune of £40k each year.

The service seizes opportunities to increase the external income it receives in order to extend and enhance the learning opportunities it can offer to residents. Over-delivery of qualification courses in 18-19 resulted in additional funding of £44,680 this year and increased the core GLA skills allocation in 2019-20 by 9%. A summary of the funding for 2019-10 and current bids including those for which we are awaiting results is included in Appendix B.

Implications on related Council policies

A role of the Policy Overview Committees is to make recommendations on service changes and improvements to the Cabinet who are responsible for the Council’s policy and direction.

How this report benefits Hillingdon residents

None at this stage, pending any findings approved by Cabinet.

Financial Implications

Nothing arising from the report.

Legal Implications

Nothing arising from the report

BACKGROUND PAPERS

Appendix A: Strategic Plan 2018-20

Appendix B: Funding streams

Appendix C: Ofsted Report, Dec 2019 (issued Jan 2020).

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