

NEXT STEPS FOR YOUNG PEOPLE



CENTRE *for*
BRITAIN &
EUROPE

UNIVERSITY OF SURREY



TUESDAY 10TH OF MARCH

STRUCTURE AND TIMINGS

1:30-2:00pm Arrival and Registration

2:00-2:15pm Welcome and Opening Remarks: Peter Cluff, High Sheriff of Surrey (2025-26)

2:15-2:30pm Summary of Progress: Professor Amelia Hadfield, Maya Chew, and Meg Ward, Centre for Britain and Europe

2:30-2:50pm Surrey NEET Community of Practice: Chair: Professor Amelia Hadfield, Peter Cluff, Dee Turvill, Catherine Powell, Leah Boxell

2:50- 3:10pm Move Different - North Leatherhead Project: Leah Boxell

3:10- 3:30pm The Clink Café, Guildford Crown Court: Jonny Whitfield and Eve Ringrose

3.30-3:50pm Youth Voice: Chair: Emma Toby with Brooklands Technical College students

3.50-4:10pm Future Focus and Continuity: Peter Cluff, Neelam Devesher, Professor Amelia Hadfield and Sarah Davies (Surrey County Council Pre-NEET Coordinator).

4:10-4:30pm Group Suggestions and Q&A

4:30-5pm Networking Event

WELCOME AND OPENING REMARKS

Peter Cluff



SUMMARY OF PROGRESS

Centre for Britain and Europe



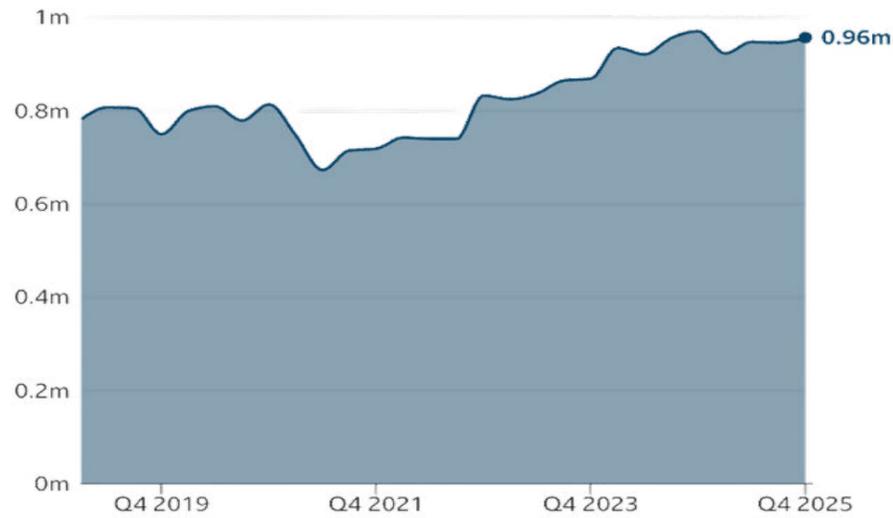
NEET SNAPSHOT

JANUARY 2026

NEETS NATIONALLY, 16-24

Close to 1 million young people are Neet

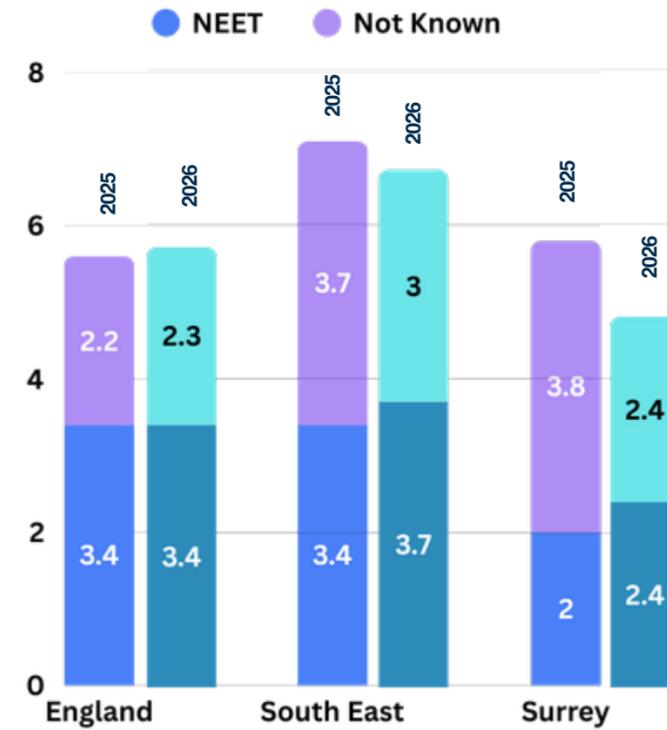
16-24 year olds not in employment, education or training by quarter, 2019 to 2025



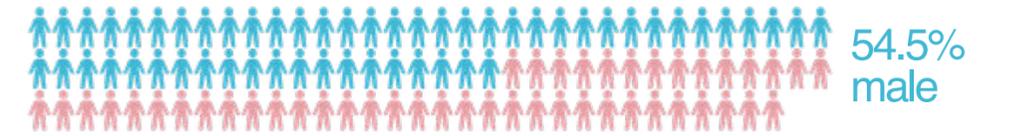
Source: Office for National Statistics



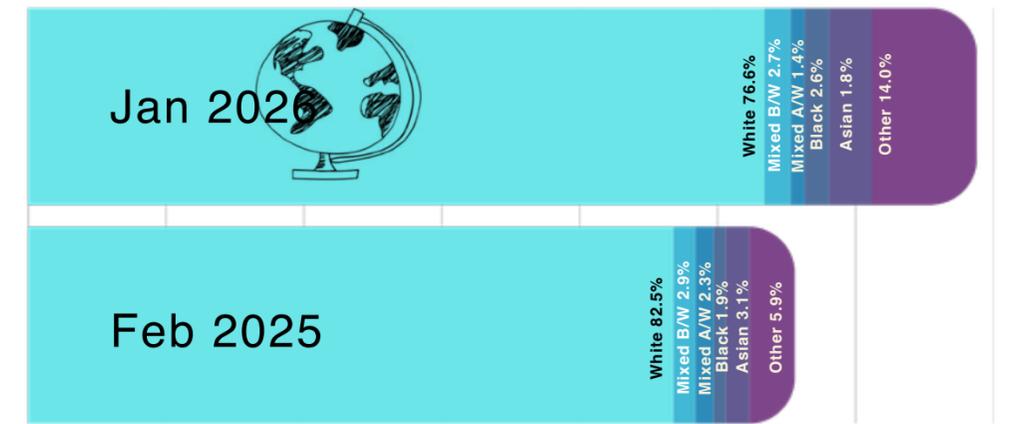
AGGREGATE JAN 2025 V. 2026 (%)



Predominantly **white, male** youth recorded as NEET



16-18 DEMOGRAPHIC



Ethnic Composition

*some categories are deliberately merged to retain anonymity



1.8%
12
In the Youth Justice System



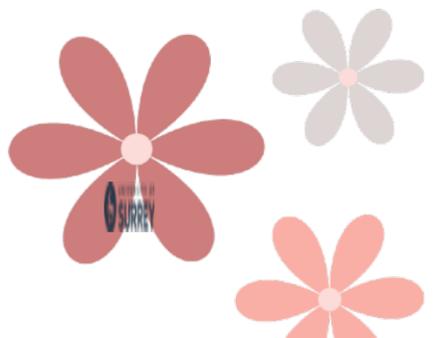
20%
140
SEND students on Education, Health, and Care Plan (EHCP)

Source: DfE (2025, 2026), ONS (2026), Surrey County Council, n=672

*EHCP: Education, health and care plan

**SEND: Special educational needs and disabilities

*** Some NEET individuals may appear in multiple NEET category



RISK OF NEETS INDICATORS (RONI)

RONI Score	SCC's Approach	% of Y11 cohort	RAG
6+ in mainstream / AP School (inc. active CLA & YJ)	Targeted intervention from Transition Team Personal Coach	3.3	Red
6+ (in specialist / Ind AP setting)	Specialist services supporting education admissions	1.7	Red
3-5 (plus EHE cohort 3+)	'ASPIRE Progress' Transitions Framework - IN DEVELOPMENT 'Getting to Green' project activity	13.6	Amber
0-2	Access to universal careers curriculum and support Monitor for emerging risks (inc. no September	81.4	Green

HIGH-RISK COHORT

SEND
~ 75 %
with some form of SEN,
half with EHCP

ATTENDANCE
70 %
severe
absentism

Source: Surrey County Council (2026)
*RAG: Red-Amber-Green

SOCIOECONOMIC
60 %
on Free
School Meal

SAFEGUARDING
> 40 %
have CiN or CP Plan, and
28% with parental mental
health concerns

COMMUNITY OF PRACTICE



- **Brings together:**

- SCC (cross-teams, data, early help)
- Employers & Chambers of Commerce (business communities)
- Schools & FE
- Charities & youth services
- Universities as convenors and evidence anchors



- From fragmented interventions → coordinated pathways

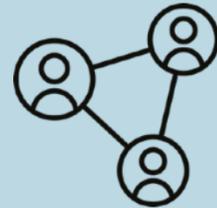
The CoP model is underpinned by four core pillars:

Data



Cross-stakeholder data sharing to identify unknown and at-risk groups.

Portals and Programmes



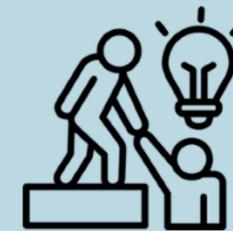
Mapping and connecting existing offers into a trusted directory.

Strategy



Mapping and connecting existing offers into a trusted directory.

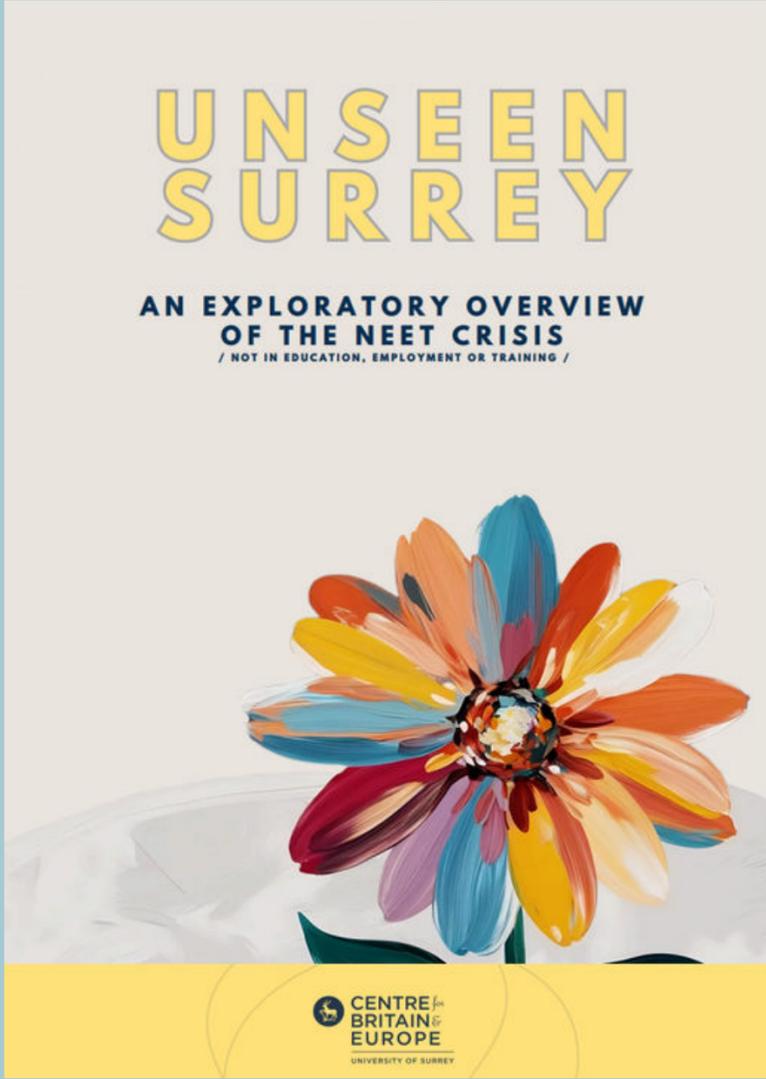
Mentorship



Creating a clear 'front door' to mentoring, guidance and navigation support.

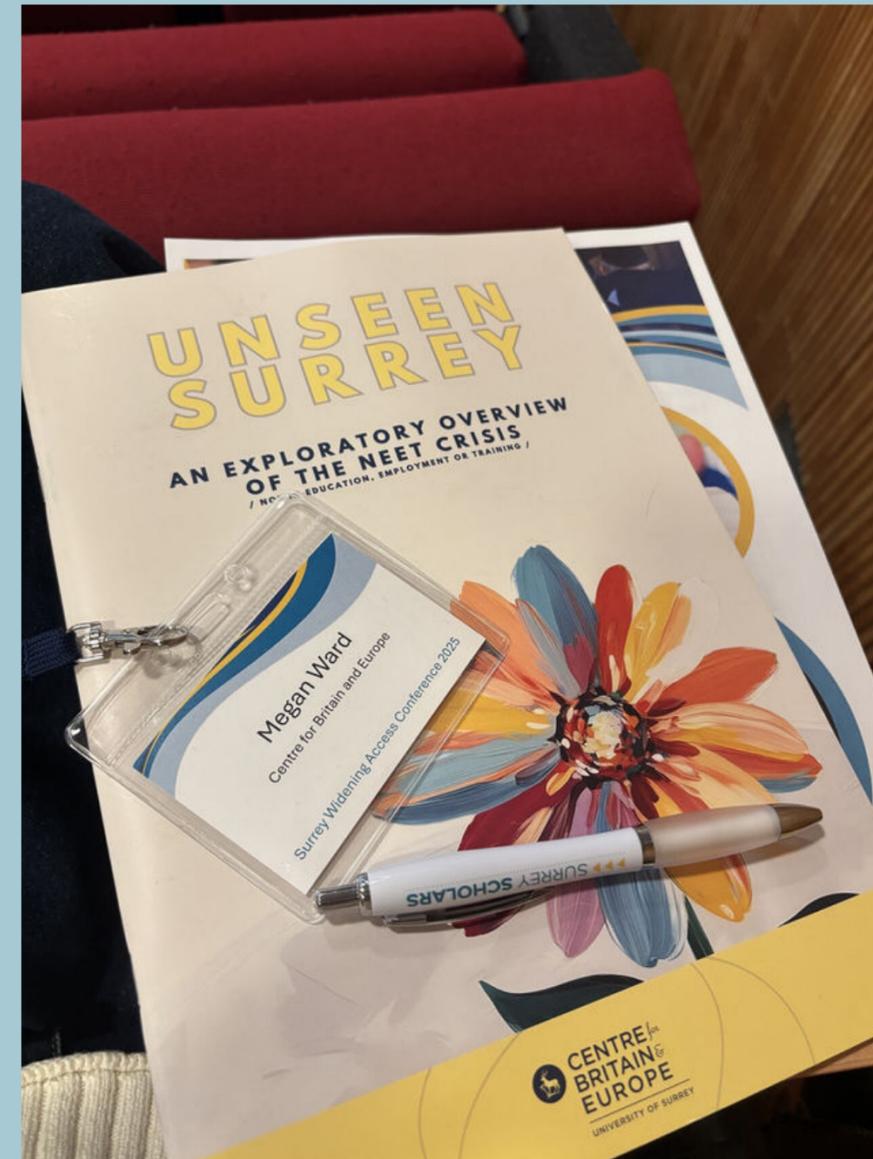
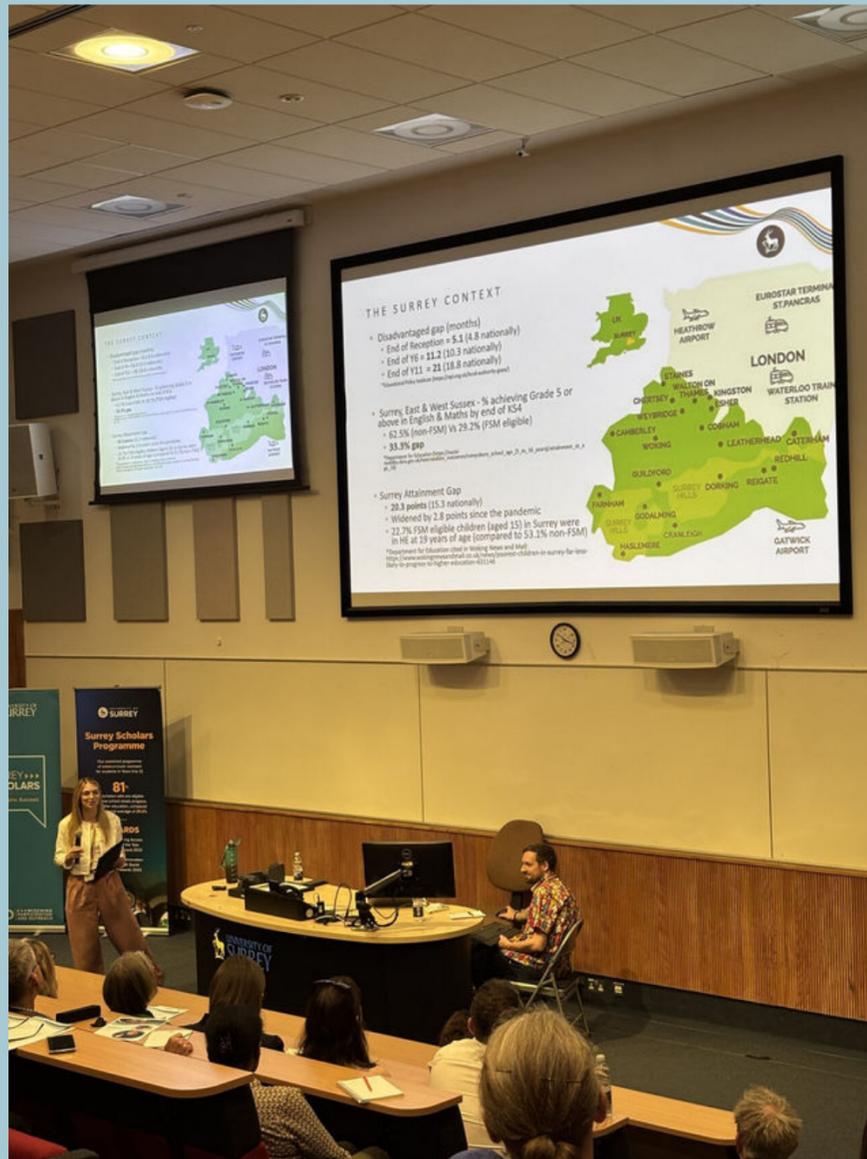
LAUNCH OF OUR UNSEEN SURREY REPORT AT THE UNIVERSITY OF SURREY

May 2025



SURREY WIDENING ACCESS CONFERENCE 2025 HOSTED BY THE UNIVERSITY OF SURREY

NEETs' research was publicly recognised during the
welcome talks
June 2025



EXTERNAL SUPPORT



“NEET” is a term with which I only recently became familiar. It refers to youth who are “not in education, employment, or training.” In the UK, there is almost 1 million 16 – 24-year-olds in this category while the figure is rising. It is a real challenge for society and a lost opportunity for so many youths.

In Surrey, efforts are being made to tackle the problem. Commissioned by the Peter Cluff, High Sheriff of Guildford, a report entitled Unseen Surrey was published by the Centre of Britain and Europe at the University of Surrey. It seeks to create a community of practice and recommends the following initiatives:

- Multi-mentor model- to develop a new mentoring framework
- Enhanced data-capture & sharing- to track “unknowns” and “NEETS”
- In-depth NEET Report- to provide a deeper analysis of Surrey NEET challenges
- Pilot project implementation- expanding the Pathway to Progress programme

To support these initiatives, the High Sheriff of Guildford and Guildford Philanthropy are organising the Surrey Hills Wine Walk to raise awareness and funding. The 20-mile walk on Saturday 21 June starting at 7:30 at Greyfriars Vineyard, will take us to Chilworth Manor, Albury Vineyard, Tillingbourne Brewery, High Clandon, and Denbies.

Although our merry band of Surrey walkers are happy to go the distance for the NEET in Surrey, we ask you to show your support for the above initiatives by donating through the link below.

<https://guildford-philanthropy.raiselysite.com/challenge-active>

NEXT STEPS FOR NEETS II

From Insight to Action



July 2025

Key stakeholders met to discuss specifically how to shape the Community of Practice and what it can achieve. Further discussion was had regarding local projects and community action, and how we can restructure language, including an alternative phrase for young people who are NEET.

EXTERNAL EVENTS

Surrey Skills Conference
October 2025

The Future of Work event
January 2026

Amplifying Surrey's work with young people through
blogs and social media



Surrey Skills Conference
Hosted by...
SURREY COUNTY COUNCIL | Surrey Chambers of Commerce

Professor Amelia Hadfield introduced Surrey's first Community of Practice for NEETs, designed to align and accelerate local skills development. She highlighted the urgent need to support young people in achieving the Prime Minister's goal of two-thirds attaining higher-level skills.

Woking 17/10/25

📍 SCC offices



📍 Woking

ONLINE CAMPAIGN

MIND THE (DEVOLUTION) GAP: KEEPING YOUNG PEOPLE IN SURREY IN EDUCATION, EMPLOYMENT AND TRAINING

Amelia and Megan continue the devolution theme in Part 3, arguing that there has never been a more important time to prioritise skills development and opportunities for young people in Surrey, especially now that the government has recognised this as a "crisis of opportunity."

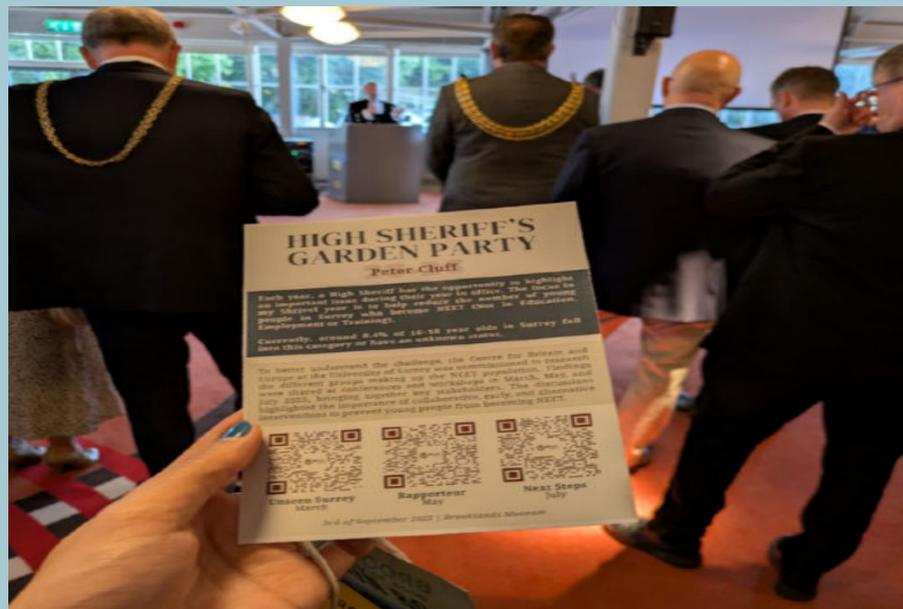
[CENTRE FOR BRITAIN AND EUROPE BLOG >](#)

SUCCESSFUL COLLABORATION WITH LOCAL COMMUNITIES: CBE Fosters Ground-Breaking Research and Engagement on Young People in Surrey

Megan Ward outlines the CBE's year of significant development in tackling NEET issues, powered by stakeholder collaboration and a shared commitment to building stronger, more inclusive futures for young people in Surrey.

[CENTRE FOR BRITAIN AND EUROPE BLOG >](#)

PETER CLUFF'S HIGH SHERIFF GARDEN
PARTY IN CELEBRATION OF HIS
SHRIEVAL YEAR
September 2025



VARIOUS STAKEHOLDER MEETINGS
OVER SUMMMER

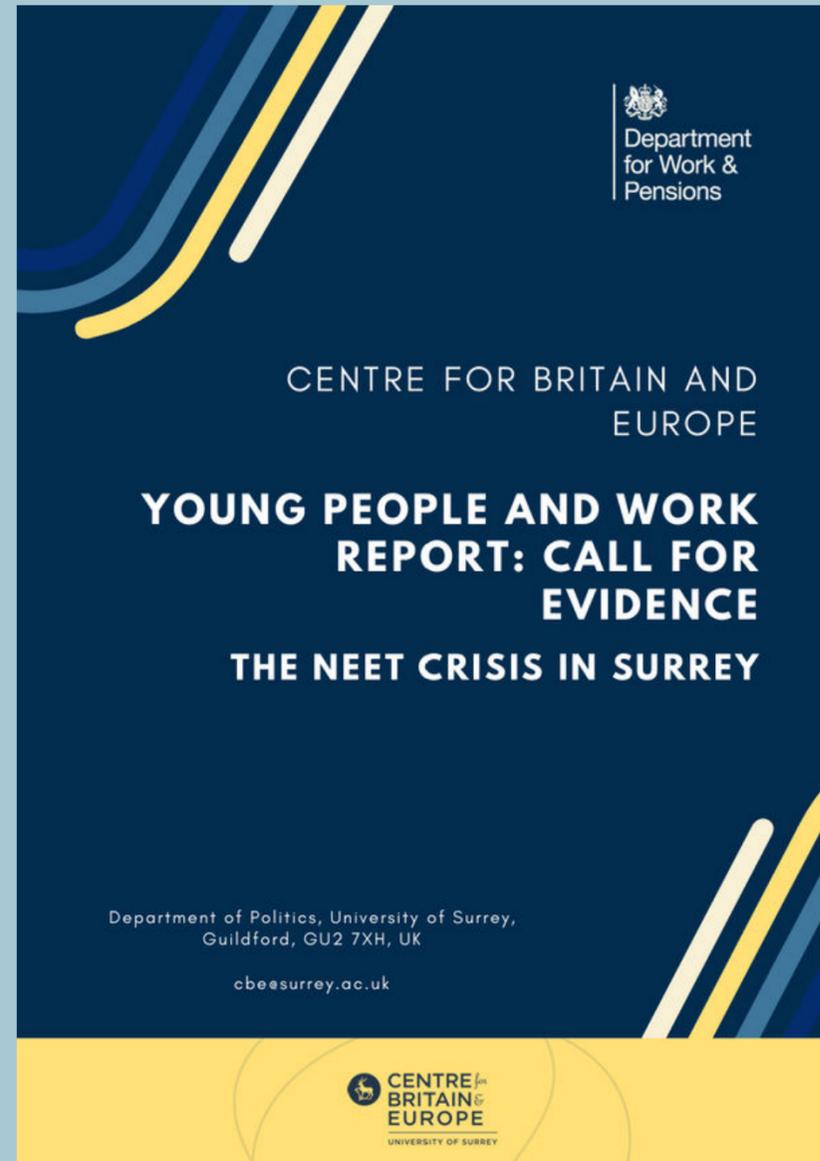
Move Different Meetings with Leah Boxell
July-September 2025

Follow up with Zoe Franklin MP after Next
Steps for NEETs II event
July 2025

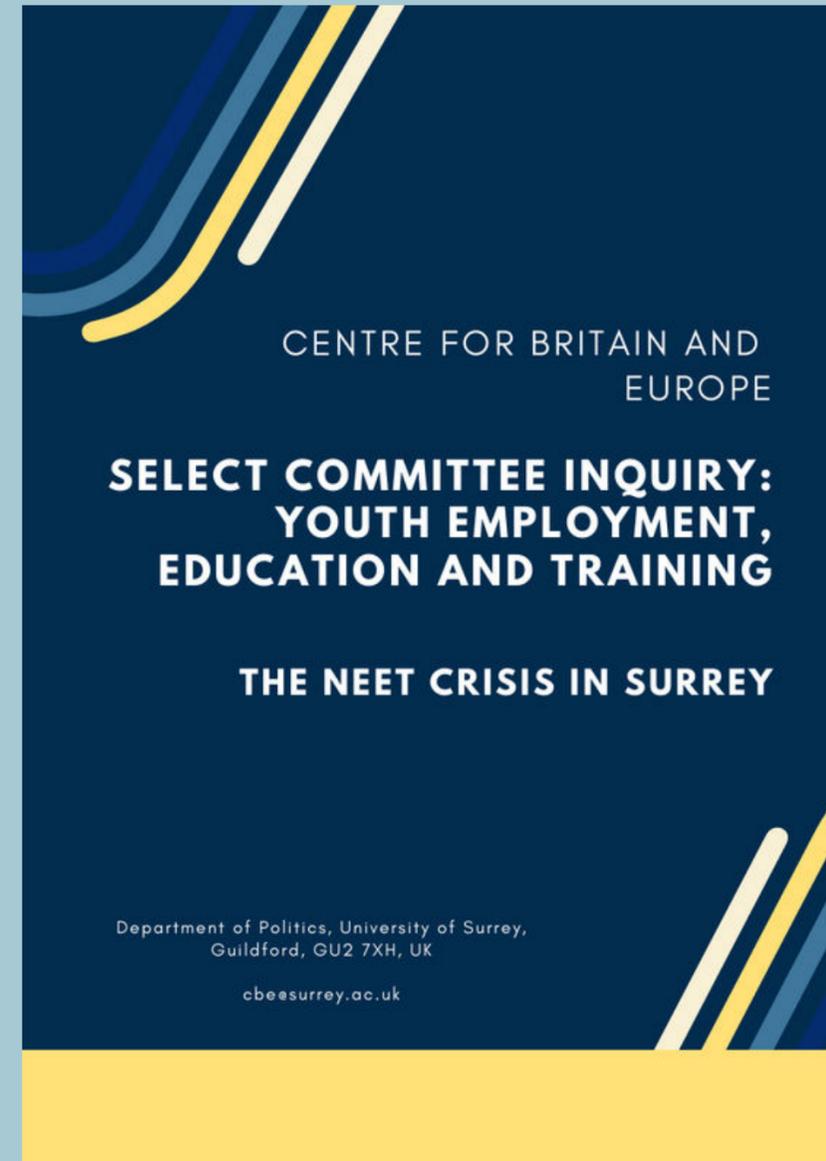
NEETs and Coercive Control Research
meetings with Molly Ellis
August 2025-January 2026

SUBMITTING EVIDENCE TO CONTRIBUTE TO THE MILBURN REVIEW

February 2025



Department for Work and Pensions
Call for Evidence



Select Committee Inquiry

FUTURE WORK FOR CBE WITH YOUNG PEOPLE

Growing NEETs Skills in Surrey: A Place-based Grassroots
Pilot

ESRC/IAA Funding

The project will deliver direct impact for young people at risk of becoming NEET by strengthening and scaling skills-based engagement through two practice sites—QSB (Leatherhead) and PCCW (Woking).



Evidence Week in Parliament
7th July 2026

Evidence Week in Parliament 2026 brings together the public, researchers and parliamentarians to discuss how evidence is used and scrutinised at Westminster.



CyberAccess Programme
ESRC/IAA Funding

CyberAccess aims to raise awareness of cybersecurity as an emerging and inclusive career pathway for NEET young people.

SURREY NEET COMMUNITY OF PRACTICE

Professor Amelia Hadfield, Peter Cluff, Dee Turvill,
Catherine Powell, Leah Boxell



Risk Of NEET Indicators

Data Category	Indicator
Education	School Attendance
	SEND
	Exclusion
	Child Missing Education
	Disrupted education
	Electively Home Educated
	Alternative Provision
Family & Social Care	Early Help Episode
	CLA/Care Leaver
	Parental Mental Health
	CIN/CP Plan
	Parental Substance Concern
Risk & Vulnerability	Young Carer
	Youth Justice Involvement
	Exploitation
Socio-economic	Child Substance Concern
	Low-income family
	Ethnic minority

- Enhanced Indicators – Boarder, more granular scoring aligned to DfE best practice
- New ways of working – Universal assessment, with every Y11 student to receive a RONI risk level – to be shared with schools.

RAG	RONI Score	Approach	% of Y11 cohort
Red	6+ in mainstream / AP School <i>(inc. active CLA & YJ)</i>	Targeted intervention from Transition Team Personal Coach	3.3%
Red	6+ <i>(in specialist / Ind AP setting)</i>	Specialist services supporting education admissions	1.7%
Amber	3-5 <i>(plus EHE cohort 3+)</i>	'ASPIRE Progress' Transitions Framework – IN DEVELOPMENT 'Getting to Green' project activity	13.6%
Green	0-2	Access to universal careers curriculum and support Monitor for emerging risks (inc. no September guarantee)	81.4%

High-Risk Cohort:

- SEND is the most prevalent characteristics, with nearly ¾ of the cohort having some form of SEN, and almost half with an EHCP.
- Severe absence is highly common (70%), indicating attendance issues are a major risk factor.
- Socio-economic vulnerability is evident, with nearly 60% on free school meals.
- Safeguarding concerns are significant, with over 40% have an CiN or CP plan, and 28% have parental mental health concerns.
- AP and EHE are notable, suggesting disrupted education pathways.

MOVE DIFFERENT - NORTH LEATHERHEAD PROJECT

Leah Boxell



MOVE DIFFERENT

FLIP THE SCRIPT. FIND YOUR WAY

EMPOWERMENT, CONFIDENCE, REINVENTION, BELONGING

MY STORY

Life shapes us through challenges and my journey to founding my company Enablists has been anything but ordinary. Marked by survival, adversity, resilience and a deep desire to help others, I now dedicate my work to empowering businesses and individuals to navigate uncertainty and thrive.

My story began with heartbreak. At just five years old, I lost my baby brother and not long after, witnessed another brother being kidnapped at knifepoint. My homelife was unstable, filled with verbal and physical abuse. By 12, I was taking on small jobs to contribute to my family, and by 14, I helped my mother take the bravest step of moving to a women's refuge. Adjusting to new schools and balancing responsibilities, I quickly learned that resilience wasn't just about getting through each day, it was about finding ways to keep moving forward.

By 16, I was financially independent. The weight of adulthood came early, but it instilled in me a work ethic and determination that shaped my future. Those years of struggle taught me a lesson I carry with me today: resilience isn't about avoiding hardship, it's about using it as a foundation for strength.

That's why I'm driven to help others. I know what it feels like to have the odds stacked against you, and I'm living proof that it doesn't have to define your future. I want to show NEET young people that if they Move Different if they take even one step in a new direction there's another way forward. Success isn't about where you start; it's about the choices you make, the mindset you adopt, and the belief that you can break the cycle. I've built a career from the ground up, and now I want to use my journey to inspire, mentor, and empower others to do the same



WHAT'S THE PROBLEM?

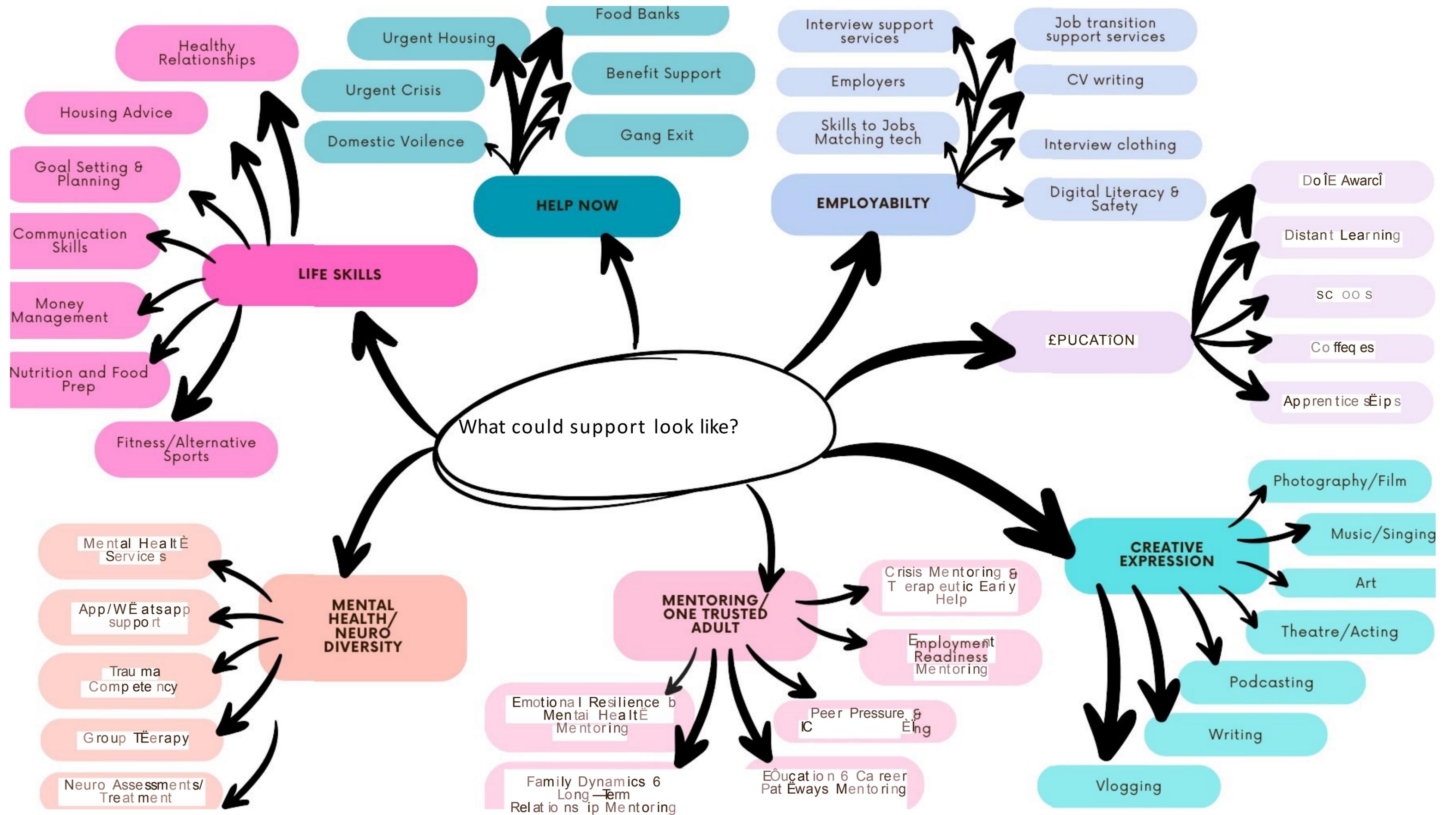
FRAGMENTED, UNCOORDINATED SUPPORT SYSTEM

One of the core challenges facing NEET young people is the fragmented and often overwhelming nature of support services. Although many organisations exist to help, they often operate in silos each with their own referral processes, intake forms, and staff who require the young person to share their story from the beginning. This forces individuals to repeatedly recount traumatic experiences, a process that not only delays access to meaningful help but also risks re-traumatising those who are already vulnerable.

The lack of coordination between service providers places the burden on the young person to navigate complex systems, rebuild trust with each new professional, and determine which service is the right fit all while managing their personal circumstances and emotional wellbeing. Without a joined-up approach, many fall through the cracks or disengage altogether.

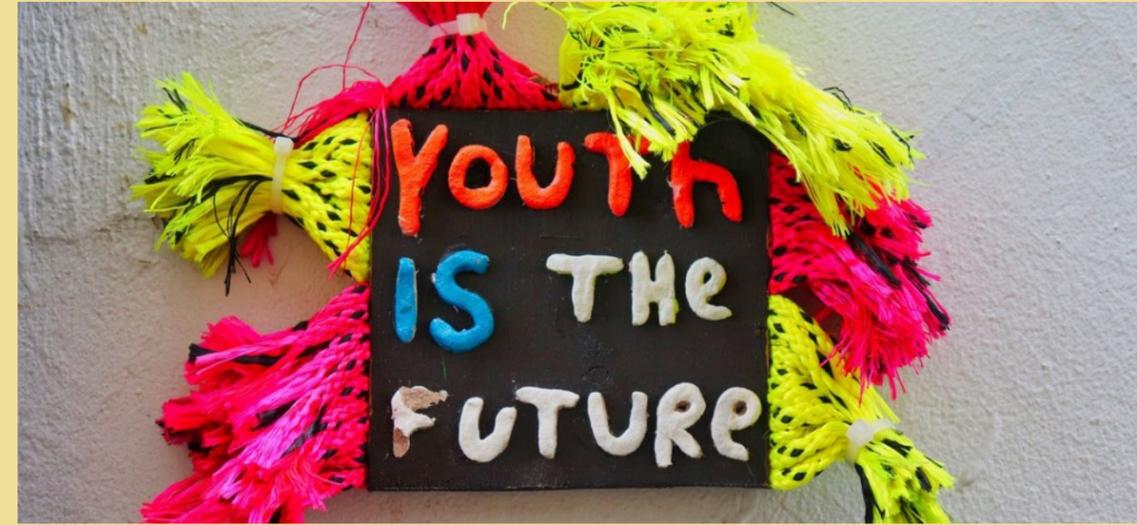
This highlights the urgent need for a trauma-informed, ecosystem-based solution that shares information (with consent), reduces duplication, and puts the dignity of the individual at the centre of support and most importantly it must be uncomplicated and easy to navigate.





HOW DO WE SOLVE IT ?

OUR SOLUTION... AN ECOSYSTEM WHICH AIMS TO



Build with the users in mind - Youth Counsel



Streamline and simplify access to services and support



Ensure appropriate data sharing to prevent Youths having to relive trauma and stories - must be done with consent/no judgement



Provide continuity of care without reducing individuals to their past experiences.



Create a safe space with no judgement - Wayfinders



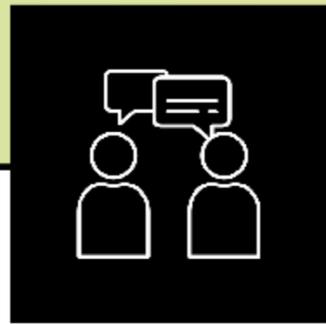
Provide a NEET Advisor, our Way Finders, someone relatable that they can talk to or contact through other means to get support



Collate Data on trends, outcomes following the services provided



FIXING THE FRAGMENTED SUPPORT SYSTEM WITH THREE OUTCOMES:



Helping our young people to understand what is happening for them

We will help young people make sense of their experiences by listening, reflecting, and guiding them toward clarity and confidence.



Connecting them to the services that they need

Wayfinders will connect individuals to local services using a curated database, engaging through youth-friendly channels like phone, WhatsApp, and TikTok to ensure they receive the right help and guidance



Tracking the services delivered, driving accountability

Use a survey to assess young people's needs across key areas and establish a baseline for tracking progress.

ECO SYSTEM



DO YOU KNOW HOW MANY SERVICES ARE OUT THERE ?

One thing we came to understand is just how many services exist, not only those that support young people once they become NEET, but also the many organisations focused on prevention and early intervention. These services aim to keep young people on track before they reach a crisis point, while also helping them build a positive and sustainable future.

There are far more opportunities available than most young people and even many professionals realise. Across the system, there are organisations dedicated to guidance, skill-building, and helping young people find the path that is truly right for them.

Below is a snapshot of the ecosystem we are developing, highlighting the range of coordinated supports designed to prevent young people from becoming NEET and to help those who already are.

▼ Leatherhead

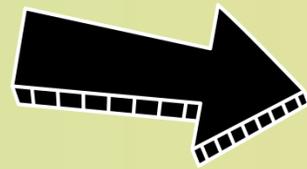
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<input type="checkbox"/>	Mindworks Surrey	✦ 2	Emotional wellbei...	No , apart for the ...	Yes , some Mindw...	Jess Thom - Direc...	SBNAdmin@sabp...
<input type="checkbox"/>	Leatherhead Youth Project	✦ +	youth worker for t...	Charity	Their BFree Youth...	Jude Crome CEO	info@leatherhead...
<input type="checkbox"/>	YMCA East Surrey	✦ +	Support for paren...	Charity	Yes: their emotion...	Ian Burks	admin@ymcaeast...
<input type="checkbox"/>	Primary Mental Health- part of mi...	✦ +	Primary Mental H...	Primary Mental H...	Free	service manager -...	SBNAdmin@sabp...
<input type="checkbox"/>	Surrey Young Peoples Substance...	✦ +	Their specialty is ...	Charity	Free	Naomi Hulston.	info@catch-22.or...
<input type="checkbox"/>	Petch Psychology	✦ +	ADHD and Autism...	Private clinic	Initial assessment ...	Dr Vikky Petch	petchpsychology...
<input type="checkbox"/>	Children's crisis service	✦ +	The service speci...	NHS	Free		CCS@surreycc.g...
<input type="checkbox"/>	Rainbow Trust Children's Charity	✦ +	Helping families c...	Charity	Free	Zillah Bingley	enquiries@rainbo...
<input type="checkbox"/>	Family Voice Surrey	✦ +	FVS isn't a direct ...	Charity	Free		contact Help

OUR 3 CASE STUDIES



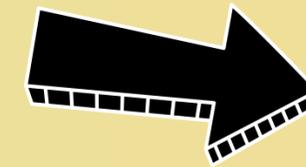
THERFIELD SCHOOL

- Nifty Fox Scribe sessions booked over the next couple of weeks
- Sentiment Survey for Year 7 after Easter
- Sentiment Survey for Year 9 June



DWP 16 PLUS

- Initial kick off call with DWP to scope out cohort
- Aiming to start something with this cohort in May



FAMILY

- Initial meeting help with parent 26th Feb
- Plan of action in place for Parent and each of the 4 children
- Routing them through to help for complex issues



A COMMUNITY PLAN

YOUNG PERSONAS -

STATUS RAG

Under 16 in Education (Engaged)	Under 16 in Education (Not Engaged)	Under 16 not in Education
16-18 in Education (Engaged)	16-18 in Education (Not Engaged)	16-18 not in Education
18 + in Education/Employment (Engaged)	18 + in Education/Employment (Not Engaged)	18 + not in Education/Employment

Timeline

Mar

Apr

May

Jun

Jul

Aug

Sept

Oct

Nov

Under 16's

Year 7 Move Different PoC (Therfield)

Year 9 Move Different PoC (Therfield)

Move Different Family PoC

Yr 10 - KBR/Wates Cohort (Therfield)

Yr 10 - KBR Office Visit (Therfield)

Yr 10 - Wates Office Visit (Therfield)

16-18's

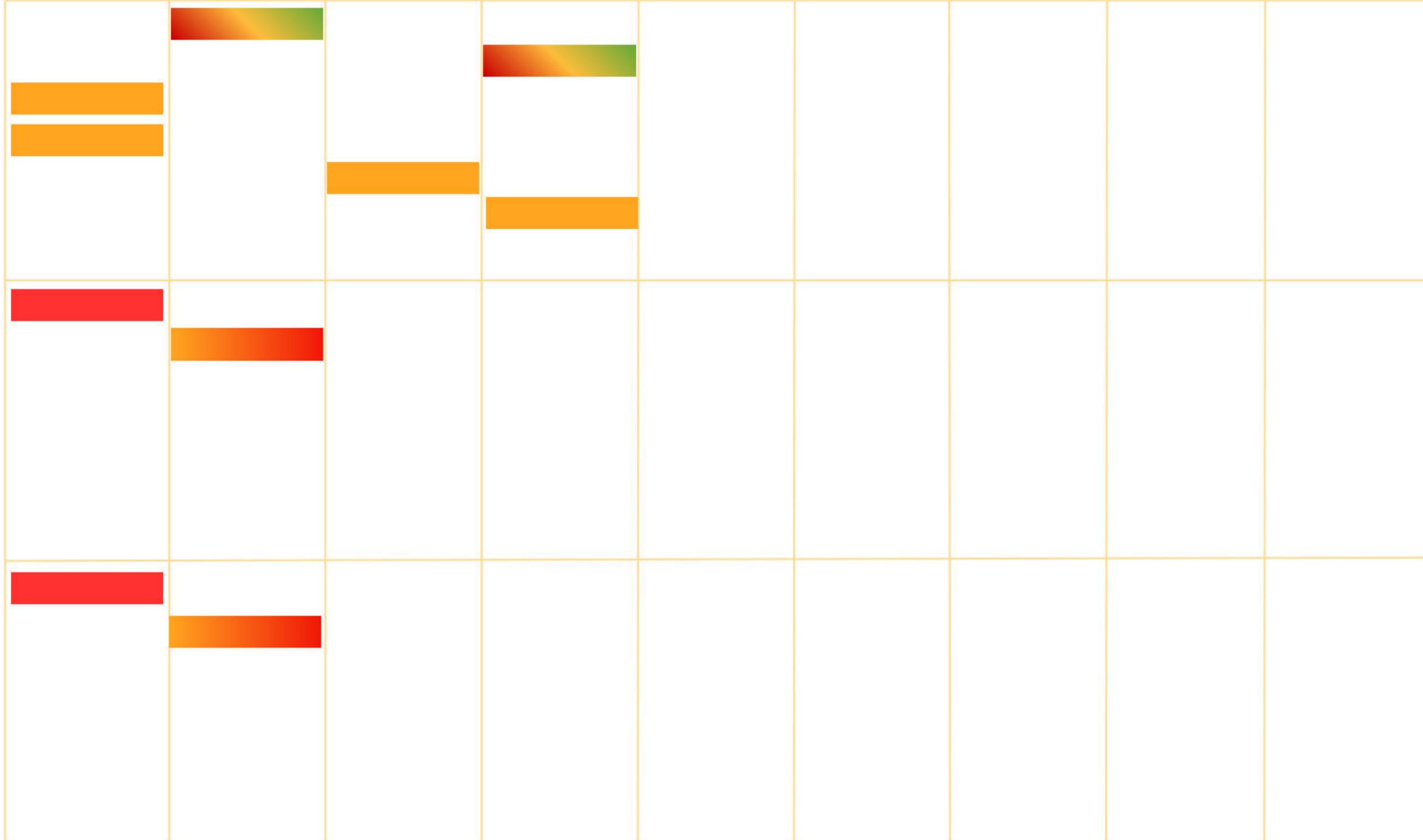
Move Different Family PoC

Move Different 16+ DWP PoC

18's +

Move Different Family PoC

Move Different 16+ DWP PoC



THE CLINK CAFÉ, GUILDFORD CROWN COURT

Jonny Whitfield and Eve Ringrose



The Clink Café, Guildford

10th March 2026



The
High Sheriff
of Surrey



HM Courts &
Tribunals Service

THE
CLINK
CHARITY

About The Clink Charity

- We were founded in 2009.
- Our mission is to reduce reoffending by training and rehabilitating people in prison, as well as young people who could be at risk.
- We have trained approx. 5,000 people and delivered 2,600 C&G qualifications.
- We run an in-prison restaurant open to the public, training kitchens, therapeutic horticulture projects, an artisan bakery, a social enterprise events caterer, a training café for at risk young people and a catering delivery service.



The Clink Café at Herne Hill

- The highest re-offending rate is among young people at 33.8% nationally.
- The Clink Charity's first community prevention initiative, established in April 2025.
- Aimed at young people in South London who could be at risk of entering the justice system.
- A bridge between rehabilitation and prevention, combining professional training, work experience and wraparound support.
- Addresses an urgent need for early intervention, personal development and emotional support.





How it works // the proposition

- **Pathway to employment or further education** – Clink Café students are supported into next steps on completion of the course.
- **Professional accreditation** – each student achieves up to 5 City & Guilds qualifications.
- **12-week introductory hospitality training course** – each student works alongside a Clink Charity Chef Trainer and Support Worker.

The Clink Café at Herne Hill – our impact so far

- 3 cohorts completed (4th currently underway).
- 30 young people trained.
- 127 City & Guilds qualifications delivered.
- 100% of course completers in further education or employment.
- Many students have gone on to work at the charity's social enterprise caterer, Clink Events.



itudes, transforming lives

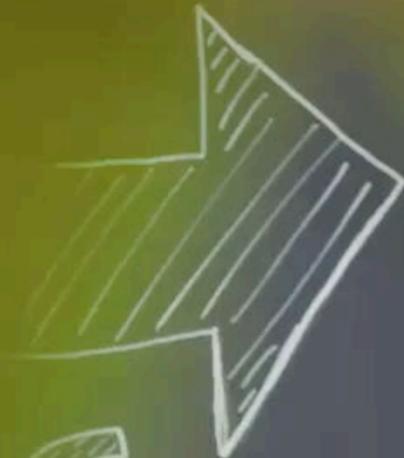
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PRE-ORDER

&

LECTION

07741560881



Cafe

Open!!!

RI
+13.3

The Clink Café at Guildford Crown Court



Surrey's young people – our best asset

- **Reducing inequality**
Gives young people who may be struggling with mental health, exclusion/instability or caring responsibilities (estimated at 2-3 per classroom in Surrey) an outlet.
- **Economic sense**
A post-pandemic surge in NEET young people and lost productivity has cost the economy £20bn. This has been linked to lower wage growth and unemployment. Young people with a disability / SEN / low qualifications / from disadvantage are 3 x more likely to be NEET (*source: Impetus research*)
- **Promoting community cohesion and safety**
Early intervention benefits the wider community, not just the young people involved; safer young people means safer communities.
- **Pride in the community**
Giving young people a stake in the local community means they are more likely to want to give back.
- **A first for Surrey and the country**
Surrey has the chance to set the standard for a project of this type, giving young people a future and saving the local authority money in the process.



YOUTH VOICE

Chair: Emma Toby with Brooklands Technical
College students



FUTURE FOCUS AND CONTINUITY:

Peter Cluff, Neelam Devesher, Professor Amelia Hadfield
and Sarah Davies (Surrey County Council Pre-NEET
Coordinator).



NEET Partnership Coordinator

Sarah Davies

Core aims:

- Strengthen connections and ways of working between practitioners
- Create the conditions for Surrey to provide timely, joined up support to young people who NEET or at risk of becoming NEET

Initial focus:

- Overseeing NEET preventative pilot projects
- Developing recommendations based on insights
- Strengthening NEET networks, inc. setting up a Surrey Community of Practice

Contact me about opportunities and to share insights – s.davies@surreycc.gov.uk



SURREY
COUNTY COUNCIL

GROUP SUGGESTIONS AND Q&A



Thank you so much for joining us
for today's event

