

Children and Young People's Committee

Monday, 25 April 2016 at 10:30

County Hall, County Hall, West Bridgford, Nottingham, NG2 7QP

AGENDA

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| 1 | Minutes of the last meeting held on 21 March 2016 | 3 - 6 |
| 2 | Apologies for Absence | |
| 3 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 4 | Children, Young People and Families Plan 2016-18 | 7 - 26 |
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Notes

- (1) Councillors are advised to contact their Research Officer for details of any Group Meetings which are planned for this meeting.
- (2) Members of the public wishing to inspect "Background Papers" referred to in the reports on the agenda or Schedule 12A of the Local Government Act should contact:-

- (3) Persons making a declaration of interest should have regard to the Code of Conduct and the Council's Procedure Rules. Those declaring must indicate the nature of their interest and the reasons for the declaration.

Councillors or Officers requiring clarification on whether to make a declaration of interest are invited to contact Alison Fawley (Tel. 0115 993 2534) or a colleague in Democratic Services prior to the meeting.

- (4) Councillors are reminded that Committee and Sub-Committee papers, with the exception of those which contain Exempt or Confidential Information, may be recycled.
- (5) This agenda and its associated reports are available to view online via an online calendar - <http://www.nottinghamshire.gov.uk/dms/Meetings.aspx>

Meeting CHILDREN & YOUNG PEOPLE'S COMMITTEE

Date 21 March 2016 (commencing at 10.30am)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

John Peck JP (Chairman)
Liz Plant (Vice-Chairman)
Kate Foale (Vice-Chairman)

John Allin
Boyd Elliott
Alice Grice
Keith Longdon

Philip Owen
Sue Saddington
Andy Sissons
John Wilmott

A Ex-officio (non-voting)
Alan Rhodes

CO-OPTED MEMBERS (NON-VOTING)

A Ms Gail Neill
Mr David Richards JP

OTHER COUNCILLORS IN ATTENDANCE

Darren Langton

OFFICERS IN ATTENDANCE

Marion Clay	Children, Families and Cultural Services
Steve Edwards	Children, Families and Cultural Services
Derek Higon	Children, Families and Cultural Services
Pip Milbourne	Children, Families and Cultural Services
Colin Pettigrew	Children, Families and Cultural Services
Martin Gately	Resources
Sorriya Richeux	Resources

MINUTES OF THE LAST MEETING

The minutes of the meeting held on 22 February 2016, having been circulated to all Members, were taken as read and were confirmed and were signed by the Chair.

APOLOGIES FOR ABSENCE

None.

DECLARATIONS OF INTEREST

Mr David Richards declared a non-pecuniary private interest in relation to item 11 (Local Authority Governor Appointments and Re-Appointments to School Governing Bodies).

PERFORMANCE FIGURES FOR NOTTINGHAMSHIRE SCHOOLS ACADEMIES AND COLLEGES – ACADEMIC YEAR 2014-15

The Chair introduced the report and responded to questions and comments from Members.

During the debate on the item the Chair moved an amendment to the recommendation which was seconded by Councillor Owen. After discussion the amendment was put to the vote and was carried and is set out in resolution 2016/0014 below.

RESOLVED 2016/014

That:

- 1) the achievements of young people attending Nottinghamshire schools and academies in Key Stage assessments be noted
- 2) the analysis of final outcomes at Key Stage 2 be noted
- 3) the additional actions undertaken by the Support to Schools Service from January 2015 to address the issues raised by the relative decline in outcomes at Key Stage 2 as well as those planned for 2016-2017 be endorsed
- 4) the supporting documents entitled Education Improvement Strategy (Appendix 2) and the Statutory Guidance to Local Authorities for Schools Causing Concern (January 2015) be noted
- 5) the Committee endorses the approach of encouraging school governors to ensure a sharp focus on reviewing outcomes rather than completion of actions when reviewing and evaluating the school's development plan.

INTEGRATION OF CHILDREN'S DISABILITY SERVICE (CDS) AND SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND) STAFFING STRUCTURES

The Chair introduced the report and lead officers responded to questions and comments from Members.

RESOLVED 2016/015

That the integration of the Children's Disability Service (CDS) and Special Educational Needs & Disabilities (SEND) staffing structures into a new Integrated

Disability Service be approved. This includes the disestablishment of 23.46 fte posts and the establishment of 15.35 fte posts.

CHILDREN'S SOCIAL CARE TRANSFORMATION PROGRAMME – FOSTERING SERVICES RESTRUCTURE

RESOLVED 2016/016

That the proposed Fostering Services staffing model, as set out in Appendix 1 to the report, be approved.

BLOCK PURCHASE OF CHILDREN'S RESIDENTIAL PLACEMENTS CONTRACTS

RESOLVED 2016/017

That progress on the block purchase of children's residential placement contracts be noted.

SOCIAL WORK SUPPORT OFFICERS – PILOT EXTENSION

RESOLVED 2016/018

That:

- 1) the Social Work Support Officer pilot is extended until 31 March 2017
- 2) the Committee notes the £300,000 of funding requested from the Council's contingency budget, which is subject to approval by the Finance and Property Committee.

NATIONAL CHILDREN AND ADULT SERVICES CONFERENCE 2016

During the debate on the item Councillor Owen moved an amendment to the recommendation which was seconded by Councillor Elliott. After discussion the amendment was put to the vote and was carried and is set out in resolution 2016/019 below.

RESOLVED 2016/019

That:

- 1) approval is given for Councillor John Wilmott to attend the National Children and Adult Services Conference in Manchester from 2nd to 4th November 2016, together with any necessary travel and accommodation arrangements
- 2) the committee receives a report on the outcomes of the conference.

LOCAL AUTHORITY GOVERNOR APPOINTMENTS AND REAPPOINTMENTS TO SCHOOL GOVERNING BODIES

RESOLVED 2016/020

That:

- 1) it be noted that that all Nottinghamshire maintained school governing bodies have reconstituted to a skills-based model of governance and are now responsible for the appointment of Local Authority governors
- 2) the appointment of local authority governors to school governing bodies during the period 1 June 2015 to 4 February 2016, as listed in paragraph 9 of the report be noted
- 3) the Committee continue to receive quarterly reports on Local Authority governor appointments made by school governing bodies

WORK PROGRAMME

RESOLVED 2016/021

That the Committee's work programme be noted.

The meeting closed at 12.05 pm

CHAIRMAN



25 April 2016

Agenda Item: 4

REPORT OF THE CORPORATE DIRECTOR, CHILDREN, FAMILIES AND CULTURAL SERVICES

CHILDREN, YOUNG PEOPLE AND FAMILIES PLAN 2016-18

Purpose of the Report

1. The purpose of this report is to invite the Children and Young People's Committee to note Nottinghamshire's Children, Young People and Families Plan for the period April 2016 to March 2018, attached as **Appendix 1**, and recommend it to Policy Committee for approval at its meeting on 18 May 2016.

Information and Advice

2. The Children, Young People and Families Plan (CYPF Plan) 2016-18 will be the joint strategic plan of Nottinghamshire Children's Trust and will replace the existing plan for 2014 to 2016. It describes how Nottinghamshire County Council will fulfill its statutory responsibility, as the lead partner in the Children's Trust, to make arrangements to promote co-operation to improve children's well-being as outlined in Section 10 of the Children Act 2004.
3. The CYPF Plan identifies the key areas where by working together the partnership can make the greatest difference to the lives of children, young people and families in Nottinghamshire.
4. The CYPF Plan provides a strategic overview of what will be delivered over the next two years including the expected impact on the lives of children, young people and families. The CYPF Plan provides links to the supporting strategies and plans which will provide further detail including specific performance measures.
5. The CYPF Plan identifies four priorities for the period 2016-2018. These priorities are:
 - Children and young people are safe in Nottinghamshire
 - Children and young people are happy and healthy in Nottinghamshire
 - Children and young people achieve their potential in Nottinghamshire
 - Children, young people and families receive the support they need when required in Nottinghamshire.
6. The CYPF Plan's priorities have been informed by the evidence of the local needs of children, young people and families from the Nottinghamshire Joint Strategic Needs Assessment (JSNA) which identifies the current and future health and wellbeing needs

of the local population. This information is regularly used for the commissioning of services within Nottinghamshire.

7. The CYPF Plan was also informed by data on the performance of the County Council's services, and of partner organisations, as well as inspection findings.
8. The priorities for the CYPF Plan have been consulted on with a range of stakeholders including the Nottinghamshire Safeguarding Children Board, front line practitioners and their managers through a series of Children's Trust Roadshow events, and with children and young people through the Young People's Board. Wherever possible, existing consultations have also been used to inform the CYPF Plan. These include the consultation activity with children and young people for the Young People's Health Strategy, feedback from Children's Centres local advisory groups, and from parents and carers of disabled children and young people.
9. The priorities are in line with the Health and Wellbeing Strategy for Nottinghamshire (2014-2017) which focusses on ensuring the health and wellbeing needs of the people of Nottinghamshire are met. The CYPF Plan provides the delivery plan for the children and young people's section of the Health and Wellbeing Strategy, including the two key priorities of the Health and Wellbeing Board regarding child sexual exploitation and emotional health and wellbeing.
10. To support the CYPF Plan, an annual improvement plan will be developed which will provide more detail on specific actions and responsibilities, including key performance measures. Progress with the improvement plan will be reported to the Children and Young People's Committee every six months.

Other Options Considered

11. Although there is no statutory requirement for Children's Trusts to produce a joint plan, Nottinghamshire Children's Trust has taken the view that such a plan is needed to provide clarity about activities and responsibilities as well as a framework for managing performance improvement.

Reason/s for Recommendation/s

12. The CYPF Plan 2016-18 has been devised on the basis of a rigorous needs analysis and after consultation with Children's Trust partners and other stakeholders.

Statutory and Policy Implications

13. This report has been compiled after consideration of implications in respect of finance, public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Implications for Service Users

14. The principal service users affected are children, young people and their families, as the CYPF Plan identifies in the over-arching strategy and associated action plans for the delivery of services to them in 2016-18.

Financial Implications

15. Activities identified within the CYPF Plan will be financed by existing budget allocations for the County Council and partner organisations.

Public Sector Equality Duty Implications

16. The development of the CYPF Plan included an Equality Impact Assessment which is available as a background paper. This concluded that the plan was likely to have a positive impact for service users, as it aims to reduce inequalities, by identifying need and working together to address this within available resources.

Crime and Disorder Implications

17. The Children's Trust will support work to address crime and disorder, while recognising that responsibility for this work rests with the Safer Nottinghamshire Board.

Safeguarding of Children Implications

18. The CYPF Plan identifies how partner organisations within the Children's Trust will work together to safeguard children and promote their welfare.

RECOMMENDATION/S

That the Committee:

- 1) notes the proposed Children and Young People and Families Plan for 2016-18, attached as **Appendix 1**
- 2) recommends the proposed Children and Young People and Families Plan for 2016-18 to Policy Committee for approval at its meeting on 18 May 2016.

Colin Pettigrew

Corporate Director for Children, Families and Cultural Services

For any enquiries about this report please contact:

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Constitutional Comments (SLB 24/03/16)

19. Children and Young People's Committee is the appropriate body to consider the content of this report.

Financial Comments (SS 31/03/16)

20. There are no financial implications arising directly from this report.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

[Joint Strategic Needs Assessment \(JSNA\) for Nottinghamshire](#)

Equality Impact Assessment

Electoral Division(s) and Member(s) Affected

All.

C0805

Nottinghamshire Children, Young People and Families Plan

2016-2018



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Foreword

Welcome to our new Children, Young People and Families (CYPF) Plan for Nottinghamshire for the period 2016-2018. This refreshed CYPF Plan comes at a time of unprecedented challenge for all services which work with children, young people and families in Nottinghamshire. Financial pressures coupled with increasing demand mean that all services are looking at how they remain focused on improving outcomes through working more efficiently and co-operate wherever possible.

The **Nottinghamshire Children's Trust** is committed to making the experience of childhood and early adulthood a good one. We want every child and young person to have the opportunity to be confident in their relationships, achieving personal success as they grow into adulthood. We believe that by working together with families and communities we will achieve this.

Nottinghamshire continues to deliver high quality services to local children, young people and families. The quality of services has been recognised through recent statutory inspections including **Ofsted's inspection of Children's Services in Nottinghamshire in 2015**, which graded the Service as good. In addition over eighty-two per cent of schools in Nottinghamshire are judged to be good or better (December 2015); sixty-five percent of Children's Centres in Nottinghamshire are graded as good or better and all the residential children's homes in the county are judged to be either good or outstanding.

The CYPF Plan also highlights the important role parents and carers have in their responsibilities to shape the experience of their children and young people. Partners in Nottinghamshire need parents, carers and communities to work with them to build aspirations and resilience, creating environments where children and young people can thrive.

All members of the Children's Trust in Nottinghamshire are focused on making a real difference to the lives of children, young people and their families. The CYPF Plan is the strategic plan of the Children's Trust and sets out how this ambition will be delivered, including what success will look like for children, young people and families and how the performance of services will be monitored.

The Children's Trust will publish regular updates on the CYPF Plan over the next two years on its **website**, and would welcome feedback from children, young people and families in Nottinghamshire about how we might further improve our services.

Councillor John Peck

Chair, Children and Young People's Committee and Chair of the
Nottinghamshire Children's Trust Board

Introduction

The purpose of the Nottinghamshire Children's Trust is to champion the interests of children, young people and families in Nottinghamshire, especially the most vulnerable¹.

The Children, Young People and Families (CYPF) Plan identifies the key areas where by working together the partnership can make the greatest difference to the lives of children, young people and families in Nottinghamshire. We are committed to supporting the most vulnerable children and young people, and we will target services to those who need them most.

The CYPF Plan summarises what will be delivered over the next two years and the expected impact on the lives of children, young people and families. **Annual improvement plans** will also be published which will provide further information about what we plan to deliver.

The partnership has identified four priorities for the period 2016-2018. These priorities are:

- Children and young people are safe in Nottinghamshire
- Children and young people are happy and healthy in Nottinghamshire
- Children and young people achieve their potential in Nottinghamshire
- Children, young people and families receive support when needed in Nottinghamshire

These priorities are in line with the **Health and Wellbeing Strategy** for Nottinghamshire (2014-2017) which focusses on ensuring the health and wellbeing needs of the people of Nottinghamshire are met. The CYPF Plan provides the delivery plan for the children and young people's section of the Health and Wellbeing Strategy including the two key priorities of the **Health and Wellbeing Board** regarding child sexual exploitation and emotional health and wellbeing.

The CYPF Plan's priorities have been informed by the evidence of the local needs of children, young people and families from the **Nottinghamshire Joint Strategic Needs Assessment (JSNA)**. This information is regularly used for the commissioning of services within Nottinghamshire.

These priorities and the identified actions required to implement them have been consulted with a range of stakeholders including the **Nottinghamshire Safeguarding Children Board**, front line practitioners and their managers through a series of Children's Trust Roadshow events, and with children and young people through the Young People's Board. Wherever possible existing consultations have also been used to inform the CYPF Plan. These include the consultation activity with children and young people for the Young People's Health Strategy, feedback from Children's Centres local advisory groups, and from parents and carers of disabled children and young people.

Throughout the CYPF Plan links have been provided to the relevant strategies and plans for the ease of cross-referencing. These will be updated over the lifetime of the Plan.

Comments and feedback about the CYPF Plan are welcome and can be sent to the following e-mail address: **childrens.trust@nottscg.gov.uk**

¹All children in Nottinghamshire aged 0-19, young people aged 20 and over who are leaving care, and young people up to the age of 25 with learning difficulties / SEN / disabilities

About the Children's Trust

The ambition of the **Nottinghamshire Children's Trust** is for '**Nottinghamshire to be a place where children are safe and happy, where everyone enjoys a good quality of life, and where everyone can achieve their potential**'.

The Children's Trust provides a unique opportunity to bring together the key stakeholders in Nottinghamshire with a focus on improving outcomes for children, young people and their families. In this respect, whilst it is not a statutory requirement to maintain a Children's Trust per se, it provides the opportunity for Nottinghamshire County Council and certain named partners (including health) to meet their statutory duty to co-operate to improve children's wellbeing as outlined in Section 10, of the Children Act 2010.

The Children's Trust reports formally to the **Nottinghamshire Health and Wellbeing Board**

and is accountable to it for the delivery of the Children, Young People and Families (CYPF) Plan. From April 2016 the roles and responsibilities of the Children's Trust will be split between the Children's Trust Board and the Children's Trust Executive. The Children's Trust Board is a strategic network which brings together partners to share information and agree priorities. The Children's Trust Executive is responsible for the effective delivery of high quality services for children, young people and families in Nottinghamshire. The Executive will report on a regular basis to the Board on the implementation of the CYPF Plan.

The Children's Trust has an active working relationship with the **Nottinghamshire Safeguarding Children Board (NSCB)**. The NSCB provides scrutiny and challenge to the Children's Trust activities.

Organisations represented on the Children's Trust Board include:

- Nottinghamshire County Council
- Nottinghamshire Police
- District / Borough Councils
- Clinical Commissioning Groups
- Education Trust Boards
- Nottinghamshire Safeguarding Children Board

The Children's Trust has a number of principles which underpin its work in Nottinghamshire:

- We will work together to achieve our vision, building mutual trust, respect and openness.
- We will seek the views of children and young people, families and communities when planning partnership activities.
- We will be clear about partnership priorities and base our joint planning or commissioning of services around them.
- We will identify how integrated commissioning or shared delivery can promote high quality, cost-effective service delivery that meets local needs.
- We will work flexibly and adapt our plans and activities to changing circumstances.
- We will always seek to maximise value for money, both in the partnership activities that we develop and in our meeting or information-sharing arrangements.
- We will ensure that decisions are based on clear evidence about local needs and about the likely impact of planned activities.
- We will communicate about what we do, with our staff in partner organisations and to children, young people, families and communities.

How we will deliver the Plan

The landscape of children's services both nationally and in Nottinghamshire is continuing to change with a number of key drivers including: national government policy, significant financial pressures, the need to manage an increasing demand upon services and greater scrutiny from regulatory frameworks.

These challenges will impact directly on the way services are delivered to children, young people and their families. There will be a narrower range of services on offer with fewer people employed to deliver them. The use of technology will increase partly in response to the demand from service users, but also to deliver the services at reduced cost.

These changes have already been underway for a number of years and to date the quality of services have remained good or even improved. Maintaining this position will be one of the biggest challenges for the partners of the Children's Trust in Nottinghamshire.

To be successful the partnership will need to have:

- A clear vision
- A better understanding of and a focus on meeting the local needs of children, young people and families
- A range of services delivered through different models and suppliers to ensure value for money
- A commitment to developing the children's workforce to ensure all staff are equipped to meet the new challenges
- A shared understanding and commitment to the value of participation by children, young people and families in the development and design of services

The last few years have seen a number of successful partnership initiatives in the County which have resulted in improved services. Examples of these include the **Multi Agency Safeguarding Hub (MASH)** and the **Family Nurse Partnership**. More recently the establishment of the Family Service in November 2015 brought together a range of services to support families with needs, involving a range of providers.

Children's services in Nottinghamshire over the next couple of years will see the further development of integrated, multi-disciplinary, co-located teams based in localities (North, Central and South Nottinghamshire). These teams will share points of access which will triage and allocate referrals. Joint workforce development activities and the improved sharing of information will support these developments.

Nottinghamshire's Current Performance

The table below provides information on Nottinghamshire's current performance compared to the national average, using a range of Key Performance Indicators for children and young people in Nottinghamshire.

Key Performance Indicator	Comparison to the National Average
Assessments for Children's Social Care carried out within timescales	Better
Re-referrals to Children's Social Care	Better
Achievement of 5 or more A*-C grades at GCSE or equivalent, including English and Maths (2014-2015 academic)	Better
Excess weight in 4-5 year olds and excess weight in 10-11 year olds (2014-15)	Better
Percentage of Care Leavers in education, employment or training aged 19-21	Better
Hospital admissions caused by unintentional and deliberate injuries in children aged 0-14 years (2013-14)	Better
Under 18 conception rate (2013 annual)	Better
Rate of permanent exclusions from school (2013-14 academic)	Better
Percentage of overall absence in primary, secondary and special schools (2013-14 academic)	Same
Breastfeeding prevalence at 6-8 weeks, including mixed feeding methods	Worse
Attainment gap for a good level of development in the Early Years Foundation Stage Profile between pupils taking free school meals and the rest (2014-15 academic)	Worse
Attainment gap at age 16 between pupils taking free school meals and the rest (2014-15 academic)	Worse

Progress reports on the CYPF Plan including the key performance indicators can be found on the [Children's Trust website](#). These reports will be published every six months and will be discussed at the relevant Children's Trust Board meetings.

Priority 1 Children and young people are safe in Nottinghamshire

Why is this important?

All children and young people need to be safe and feel safe so that they can achieve their full potential. Some live in circumstances that can make them particularly likely to be unsafe and younger children are likely to be especially vulnerable. Most children and young people are supported and cared for by their parents or carers but some parents or carers are unable to do this for a number of reasons. In these situations, the involvement of all the relevant partners who could keep children and young people safe is vitally important.

All partner organisations have a role in safeguarding children, with the County Council's Children's Social Care service leading on the protection of the most vulnerable. Children's Social Care provides a range of specialist services to ensure that the most vulnerable children and young people in Nottinghamshire receive the support and protection they need to be safe, secure and happy, and to achieve their full potential.

Over the last few years we have seen significant improvements in safeguarding performance as confirmed by the Ofsted inspection in 2015. To sustain and build on this success, partner organisations will continue to work together through the **Nottinghamshire Children's Trust** and the **Nottinghamshire Safeguarding Children Board (NSCB)**.

As Corporate Parents, we have a responsibility to ensure that the children and young people in our care live in safe, and stable homes or families without the need to move frequently. The CYPF Plan identifies Care Leavers as a priority group, as our Corporate Parenting responsibility should not end when a young person leaves care.

Children and young people are facing a broad range of 'emerging threats' to their safety. These threats include the risks children and young people face from child sexual exploitation, grooming and radicalisation, as well as associated internet safety concerns. Evidence shows that abuse and exploitation of children and young people is increasing, particularly through the use of the internet and social media. In particular, concerns around Child Sexual Exploitation and radicalisation have become increasingly prevalent in the media, following several high profile cases and local inquiries which have emphasised the scale of the problem. For an effective response to these 'emerging threats' all the partners of the Children's Trust will need to be involved.

What are our outcomes?

- Children and young people at risk of 'emerging threats' will be appropriately identified, supported and protected
- Children, young people and families accessing our case holding services will see improved outcomes as a result of high quality, consistent assessments with clear and achievable plans and appropriate interventions
- Children, young people and families experience a seamless service when moving between Early Help and Children's Social Care
- Looked After Children and Care Leavers will be supported through improved placement provision, health services and learning opportunities
- The voice of the child or young person will be at the centre of all service user feedback activity and service planning
- Children, young people and families accessing services will benefit from a more stable and skilled workforce

What will success look like?

- Looked After Children and Care Leavers will be able to access health services when needed, achieve better educational outcomes, and have access to a range of high quality opportunities at 16 and 18 and beyond.
- Children and young people at risk of 'emerging threats' including child sexual exploitation and radicalisation will receive the support needed from services when identified and protection when required.
- Children, young people and families will experience joined-up assessments with plans leading to interventions which will improve their outcomes.

What children, young people and families tell us?

Children and young people identified being safe as their number one priority as part of the consultation activity for the Children, Young People and Families (CYPF) Plan. The Ofsted inspection of Nottinghamshire's Children's Services in 2015 found that children and young people felt valued and knew that their views were incorporated into service delivery: children and young people are "justifiably proud of the contribution they make to support service improvement".

Key activities for 2016-2018	Who will be involved	How will it be measured	Links to Plans & Strategies
To further develop the effectiveness of Children's Social Care & early help services working together	Nottinghamshire County Council (NCC), Health Providers, and Schools	Joint case audits including service user feedback	<u>MASH, Early Help Unit & Adult Access Service Improvement Plan</u>
To embed fully the Child & Family Assessment process, and review it	NCC	Joint case audits, feedback from service users on the process & impact	<u>Nottinghamshire Assessment Toolkit</u>
To implement the Looked After Children & Care Leavers Strategy's annual action plans	NCC, Health Providers, Schools and Post 16 Learning providers	Monitoring and review of the Strategy's annual action plans	<u>Looked After Children & Care Leavers Strategy (2015-2018)</u>
To strengthen preventative and early identification strategies so that children & young people at risk of 'emerging threats' are protected and supported	NCC, Nottinghamshire Safeguarding Children Board (NSCB), Police, Clinical Commissioning Groups, Schools and Post 16 Providers	Monitoring and review of cross authority action plan and NSCB CSE audit	Child Sexual Exploitation Strategy and Action Plan
To implement the Children's Social Care Recruitment and Retention Plan (2016-2018)	NCC, local Universities	Children's Services Healthcheck, recruitment & retention statistics	Social Work Workforce Recruitment & Retention Plan (2016-2018)

Priority 2 Children and young people are happy and healthy in Nottinghamshire

Why is this important?

Investing in children's health is an investment in the future. Children and young people who are healthy are able to enjoy life and achieve their full potential. They are more likely to go on to become healthy adults and parents who in turn promote better health in future generations.

Early intervention and prevention to improve children's health and wellbeing can produce longer-term financial savings in higher-cost medical services. Medical science and technology is advancing but major health inequalities still exist. Poorer health is associated with economic deprivation, both nationally and locally. Integrated working across health, social care and education services is more likely to provide disadvantaged children and young people with the right support.

The commissioning of children and young people health and wellbeing services will continue to be delivered by **NHS Bassetlaw Clinical Commissioning Group** and the Children's Integrated Commissioning Hub (ICH), located in Nottinghamshire County Council. The ICH aims to act as a systems leader for children's health and wellbeing services across Clinical Commissioning Groups (CCGs), public health and wider children's services within Nottinghamshire County Council (NCC). The ICH is uniquely placed to bring together commissioning of services across this system through expertise and knowledge around the children and young people's agenda and strong working relationships and partnerships.

The **Health and Wellbeing Board** over the last twelve months has identified the improvement of services for children and young people with emotional health and wellbeing needs as a priority for Nottinghamshire. The **Future in Mind Transformation Plan** outlines the areas for improvement over the next four years including a particular focus on the development of effective early help services. The Plan includes an additional annual investment of £1,520,495 to improve the effectiveness of services.

What are our outcomes?

Children and young people will experience improved health outcomes as a result of the implementation of a range of plans and the commissioning of services over the next two years including:

- The Nottinghamshire Child & Young People's Mental Health and Wellbeing Plan (Future in Mind Local Transformation Plan) by April 2018
- The Integrated Community Children and Young People's Healthcare Programme by April 2018
- The Healthy Child and Public Health Nursing Programme for 0-19 year olds by March 2017
- The recommendations of Children in Care Health Pathway Review by March 2018
- The Young People's Health Strategy

What will success look like?

- More children and young people have a positive experience of health care.
- More children and young people receive the health care they need in a timely manner.
- More young people have good mental health.
- Children and young people are admitted to hospital only when it is unsafe or inappropriate to care for them in the community.
- Children and young people are less likely to be over-weight or obese.
- More mothers take up and maintain the breastfeeding of their children.
- Looked after Children experience more cohesive and efficient statutory health services.
- Young people will be able to access a young person specific health issues website.

What children, young people and families tell us?

Children and young people identified being healthy and happy as their number two priority, as part of the consultation activity for the Children Young People and Families (CYPF) Plan. There are a number of areas where the views of children and young people have informed planning and delivery of services commissioned. These have included: the Young People's Health Strategy; public health nursing; the Integrated Community Children and Young People's Healthcare Programme and the Future in Mind Transformation Plan.

Key activities for 2016-2018	Who will be involved	How will it be measured	Links to Plans & Strategies
To implement the Future in Mind Transformation Plan to improve services for children and young people with emotional and mental health difficulties	Clinical Commissioning Groups (CCGs), Nottinghamshire County Council (NCC), NHS Providers, Schools and the Voluntary Sector	Through the Children and Young People's Mental Health outcomes and quality framework	<u>Future in Mind Transformation Plan (2015-2020)</u>
To begin to integrate and transform specialist community health services for children and young people (ICCYPH) by April 2018	CCGs, NCC, NHS Providers, Schools, Nottinghamshire Participation Hub and the Voluntary Sector	Through the ICCYPH outcomes and quality framework	Service Improvement and Development Plan ICCYPH (March 2016)
To commission an Integrated Healthy Child Programme and Public Health Nursing Service for 0-19 year olds by March 2017	NCC, CCGs, NHS Providers, Schools	Through the Healthy Child Programme outcomes and quality framework	<u>Healthy Child Programme 0-19 (Public Health England 2016)</u> <u>Health Wellbeing Strategy (2014-17)</u> Young People's Health Strategy 2015-2018
To champion children and young people issues with the wider health service community	NCC, CCGs, NHS Providers, Schools and the Voluntary Sector	Young People's Health Strategy action plan milestones Successful implementation of the School Health Hub function	<u>Health Wellbeing Strategy (2014-17)</u> Young People's Health Strategy (2015-2018)
To implement the Children's Social Care Recruitment and Retention Plan (2016-2018)	NCC, local Universities	Children's Services Healthcheck, recruitment & retention statistics	Social Work Workforce Recruitment & Retention Plan (2016-2018)
To review the health pathway for children in care and implement recommendations	NCC, CCGs, NHS Providers	Key performance indicators within the four county health contracts and statutory returns to the Department for Education Future Ofsted & Care Quality Commission inspections	<u>Looked After Children & Care Leavers Strategy</u>

Priority 3 Children and young people achieve their potential in Nottinghamshire

Why is this important?

Educational success provides young people with greater opportunities for employment, further or higher education. It enables them to participate in society, maximising their life chances and securing their future economic wellbeing.

For all age groups, children and young people who are eligible for free school meals have lower attainment than their peers, on average. Other vulnerable groups include those children and young people who:

- have special educational needs (SEN) or disabilities
- have social or behaviour issues
- have poor attendance at school
- have mental health issues
- are looked after by the local authority
- belong to particular ethnic minority groups

The priority for partners in Nottinghamshire is to ensure that the support is available to support these vulnerable children and young people to achieve as well as their peers.

The implementation plan for the **Strategy for Closing the Educational Gaps** outlines actions to support schools and other settings to use data and target resources more effectively from a wide range of partners.

In addition to supporting the closing of educational gaps, partners have a key role in ensuring children and young people do not miss education. The implementation of the **Children Missing Education Action Plan** has seen a considerable reduction in the numbers of children and young people not accessing their entitlement to full-time education. The number of permanent exclusions from schools in Nottinghamshire is at its lowest for a significant number of years.

What are our outcomes?

- Children and young people will be able to access sufficient early years provision and school places in their local communities
- Children and young people will be less likely to be missing education, including those with special educational needs
- More children and young people will attend good or better schools in Nottinghamshire compared to the national average
- Vulnerable children and young people will see their educational outcomes improve at a greater rate than others

- Young people with disabilities will have improved life chances

What will success look like?

Nottinghamshire will have sufficient early years and school places to meet an increasing demand. Every child is accessing their entitlement to full-time education. The quality of schools will continue to improve in the County and the most vulnerable will see their attainment levels improve at a faster rate than the whole population. Young people will make successful transitions at 16 and 18, including the most vulnerable.

What children, young people and families tell us

Children and young people identified achieving their potential as their fourth priority, as part of the consultation activity for the Children, Young People and Families (CYPF) Plan. Young people recognised the importance of educational success in order to achieve good jobs or a place at university. They also highlighted the importance of support received from outside school to achieve their potential, such as from the Youth Service.

Key activities for 2016-2018	Who will be involved	How will it be measured	Links to Plans & Strategies
To continue to develop an effective working relationship with key partners including all publicly funded schools, Multi Academy Trusts, Teaching School Alliances and the Regional Schools Commissioners to further raise standards of attainment and improve progress of all children and young people in Nottinghamshire	Nottinghamshire County Council (NCC), Schools, Dioceses and the Regional Schools Commissioner	Evidence of improved outcomes for all children and young people in all settings	<u>County Council's Strategic Plan (2014-2018)</u>
To continue implementing the Closing the Educational Gaps Strategy with an enhanced focus on addressing the East Midlands Challenge to improve the attainment and progress for vulnerable learners	NCC, Schools, Clinical Commissioning Groups (CCGs), Health Providers, Nottingham Trent and Manchester Universities	Educational gaps for vulnerable young people close	<u>Closing the Educational Gaps Strategy and implementation plan</u>
To improve the effectiveness of the virtual school to intervene when required to support Looked After Children	NCC, Schools, other Learning Providers	Looked After Children in good or outstanding schools with no permanent exclusions	<u>Looked After Children & Care Leavers Strategy (2015-2018)</u>
To implement the Early Years Improvement Plan and the School Place Planning Strategy to ensure there are sufficient places for every Nottinghamshire child including 2 year olds who are eligible for free early years education	NCC, District and Borough Councils, Department for Education	Sufficiency of places to meet an increasing demand	<u>County Council's Strategic Plan (2014-2018)</u>
To improve the transitions for young people with disabilities between Children's Services and Adult Services	NCC, Schools & Learning Providers	Improved pathways to access adult services and learning / employment opportunities	NCC's Transitions Strategy
To coordinate a local response to the new Ofsted and Care Quality Commission (CQC) inspection framework for SEND provision	NCC, Schools, other Learning Providers, CCGs, Health Providers	Successful inspection outcome	<u>Ofsted/CQC Inspection Framework and Guidance for SEND local area inspections</u>

Priority 4 Children, young people and families receive support when needed in Nottinghamshire

Why is this important?

Providing access to support when children, young people and families need it is key to improving outcomes for children and young people. Support that also reduces the likelihood that families will need more costly specialist or statutory services, such as support from Children's Social Care. Early Help may involve providing help early in a child's life. It may also be help that is provided early on as an issue emerges, whatever the age of a child or young person.

The Early Help services provided to children, young people and families in Nottinghamshire by a range of partner agencies include: Children's Centres, Family Service, Health Visiting, School Nursing, Child and Adolescent Mental Health Services, the Family Nurse Partnership programme, Breastfeeding Promotion Service, Youth Service, and Integrated Services for Children and Young People with Disabilities.

Equally important is the role Nottinghamshire schools play in identifying and working with families who may need more support, referring them to other services if additional support is required.

To provide effective early help, these organisations need to work together and provide clear pathways of support. This includes early help services working in an integrated way with more specialist services.

What are our outcomes?

- The voice of the child or young person will be at the centre of all service user feedback activity and service planning
- Children, young people and families experience a seamless service when moving between Early Help and Children's Social Care
- Children, young people and families accessing our case holding services will see improved outcomes as a result of high quality, consistent assessments with clear and achievable plans and appropriate interventions
- Families in Nottinghamshire accessing children's services will be supported to develop their resilience and parenting skills in order to support their children and improve outcomes
- Children, young people and families accessing services will benefit from a more stable and skilled workforce
- Children and young people will be able to access a broad range of positive activities

- Children and young people will have timely access to CAMHS

What will success look like?

Children, young people and families will experience improved outcomes as a result of the interventions delivered by Early Help services, and a reduced need to access more specialist services. Referral pathways are clear and assessments are not duplicated. Following the interventions families are more confident with improved skills to support their children and young people. Children, young people and families are able to inform the future developments of Early Help services.

Children and young people in need of support in relation to their emotional or mental health will receive it in a timely way following implementation of the new CAMHS model. Referrals will be triaged promptly, and a choice appointment offered to those in need of assessment. Care will be provided by appropriately skilled practitioners from an integrated One Community CAMH Service, replacing Tiers 2 and 3.

What children, young people and families tell us

This priority was ranked as third most important of the four, by the children and young people that responded to the consultation questionnaire. Parents and carers told us they like a single, named contact, and not having to repeat the same information to a number of practitioners. Parents and carers also preferred being able to access services in a timely manner thus avoiding escalation to Level 4 at a later stage. Finally having access to services in the local community is important to families.

Key activities for 2016-2018	Who will be involved	How will it be measured	Links to Plans & Strategies
To deliver better assessment and planning for families across early help services	The Family Service, Children's Centres	Case audits, Feedback from families	Families Outcomes Plan for Nottinghamshire
To increase take up of early education places for eligible 2 year olds	Early Years Services, Children's Centres	Percentage of eligible 2 year olds taking up places	<u>Early Years Improvement Plan</u>
To support the development of Family Support Workers in all publicly funded school settings	Schools, Early Help Unit, and The Family Service	Feedback from practitioners, Completion of Child Development Training	Early Help Service Plan
To deliver a sustainable model to reduce offending by young people	Youth Offending Teams, Youth Service, Police, Health, Probation	Service performance	Youth Justice Plan
To improve the timeliness of access to CAMHS	Nottinghamshire County Council (NCC), Clinical Commissioning Groups, NHS Providers	Through the Children and Young People's Mental Health outcomes and quality framework	<u>Future in Mind Transformation Plan (2015-2020)</u>



working with

25 April 2016**Agenda Item: 5****REPORT OF THE SERVICE DIRECTOR, TRANSPORT, PROPERTY &
ENVIRONMENT****SCHOOLS CAPITAL PROGRAMME PROGRESS REPORT****Purpose of the Report**

1. The purpose of this report is to provide an update to the Committee on the progress in delivering the various programmes of investment that comprise the Schools Capital Programme.

Information and Advice

2. The Schools Capital Programme consists of a number of discrete programmes of investment, predominantly:
 - School Places Programme
 - Schools Capital Refurbishment Programme (SCRCP)
 - Priority Schools Building Programme (PSBP)
 - Schools Access Initiative.
3. The School Places Programme contributes to discharging the statutory duty of the Local Authority to provide sufficient school places. It is an on-going annual programme that delivers new schools and/or expansions to existing schools to coincide with the arrival of new cohorts of pupils from September. The programme is funded via government grant (Basic Need Grant) which allocates funding to local authorities on an annual basis as a result of data provided to it about school capacities, Published Admission Numbers (PAN) and projected future demand for places. The programme is supplemented by additional funding from s106 contributions in respect of those places arising from new housing developments.
4. The SCRCP represents a major programme of investment to address the deteriorating condition of schools that is beyond the scope of the Council's annual planned maintenance programme and for which the amount of capital funding delegated directly to individual schools is insufficient to address major items of work. This programme is predominantly funded by the County Council with some funding being provided by government grant (Capital Maintenance Grant).
5. The PSBP is a government funded and managed programme. The current programme provides for whole-school rebuilds, and will provide a total of 13 new school buildings to replace 15 existing school sites by mid 2016.

6. Taken across the period 2012 to 2016/17, the total investment across the Schools Capital Programme amounts to £163m; this has increased since the last report by £1m as a result of the money relating to Early Years being included in the programme. This does not include the value of funding for the Nottinghamshire schools via PSBP which is managed by central government. It is estimated that this would bring the total investment to a figure in excess of £250m.

School Places Programme

7. Following on from the previous report in September 2015, all of the Basic Need 2015 projects have been delivered except for the following:
- Butler's Hill Infant, this project is currently on site and being built
 - College House Junior has been granted planning consent and the work is due to be completed by September 2016
 - Manor Park Infant - construction is ongoing and is programmed for completion in July 2016
 - Jefferies Primary - project was raised as a post September 2015 completion. Construction is ongoing and is programmed for completion in June 2016
 - Ash Lea Special School - project raised as a post September 2015 completion. Scheme now agreed with all parties – the project is a complex one that will see the school decant for 12 months, due to the needs of the children, whilst the extension is carried out. Subject to gaining planning consent, it is anticipated that building work will commence in August 2016.
8. The majority of the funding is being provided by central government, with the Council's funding specifically targeted at the provision of additional places in line with its statutory responsibility for ensuring sufficiency of places across all the schools, irrespective of governance. It is anticipated that the total investment for the 2015 programme will be £14.6m. Within these costs there is an allocation of £3.3 million to complete additional works to support the second phase of projects; these are required to ensure that the Key Stage 2 accommodation is sufficient.
9. The projects making up the Basic Need 2016 programme has been agreed with Children, Families and Cultural Services colleagues. The programme is in design development with eight projects already having been submitted for planning. A list of the projects currently within the Basic Need 2016 programme is listed in **Appendix 1**.

Schools Capital Refurbishment Programme

10. The current SCRP was approved at the meeting of County Council in May 2011. The objective of the Programme is to maintain key elements of the fabric of the schools estate and to address urgent health and safety matters. It focuses on major items of repair and maintenance in relation to the key building elements, i.e. roofs, external elevations, and mechanical and electrical installations. It is driven by information contained in the schools condition survey reports verified by up to date on-site surveys. It will ultimately deliver major refurbishment works at around 260 schools, which is effectively every maintained school in the County that has not been recently rebuilt and/or received significant capital investment through other means.

11. The previous report in September anticipated that all the projects within this programme would be complete by the end of March 2016 with the exception of Chilwell Comprehensive that was delayed due to a PSBP2 bid. Since the last report it has been agreed to slip further projects so that works can be carried out during the holiday period to reduce disruption to the schools. At the time of drafting this report, work has been completed or is substantially complete at over 250 schools. Six schools remain to be completed: Chilwell School, Asquith Primary, Lake View Primary and Orchard Special town site are scheduled to complete over the Easter holiday, Misson Primary in May and St Andrew's CE Primary works are programmed for the summer holiday.
12. The total value of investment in the school estate through the SCRPs is £84m; this is a reduction of £3m in the main due to the release of contingencies held against completed projects. The value of works expended at the time of writing this report was £73m.

Priority Schools Building Programme

13. The PSBP is a central government funded and managed school rebuilding programme. This first round of the programme provides whole-school rebuilds based on a model that triangulates the condition of the fabric of the building, ongoing repairs and maintenance liabilities, and the cost of replacing the building. As previously reported to Committee, the County Council achieved a number of successful bids for this programme to provide 13 new school buildings. The Education Funding Agency (EFA) has completed several of the Nottinghamshire schools including: Fountaendale; Holgate Primary; Newark Academy, Wainwright Academy, Serlby Park Academy and Rosebrook Academy. Abbey Primary is programmed for completion in mid April. Five other projects have now commenced on site and it is expected that John Davies Primary will be the next school to be handed over at Easter. The EFA has not yet secured a viable project to replace Lynncroft Primary, the remaining school in the programme. The project is now at risk of being dropped from the programme unless a viable solution can be found. County Council officers are actively working with the EFA to explore alternative solutions to successfully deliver the project.
14. The new schools follow a standardised baseline design developed by the government's Education Funding Agency. Whilst there is no expectation of a funding contribution from the Local Authority for the replacement building, the DfE funding model for construction is very tight and provides only for immediate replacement and not the consequential costs of replacement such as certain planning conditions. The Council has developed and maintained a detailed analysis of its exposure to financial risk arising out of the PSBP with the objective of containing it within the overall quantum of funding available to the Schools Capital Programme. This is currently the case and officers continue to work closely with the EFA to ensure the smooth delivery of the programme in Nottinghamshire. Similarly officers have worked with the EFA to contribute funding to provide 245 additional pupil places at the replacement school where determined necessary; this has provided a cost effective solution to meet the Council's statutory duty.
15. Officers are continuing discussions with the EFA with respect to Orchard Special School within the PSBP2 programme. The current PSBP2 allocation is limited to the replacement of one block. It is the County Council's preference that the whole school be replaced on a single site. Discussions with stakeholders and the EFA with regard to potential funding streams that would achieve this aspiration are ongoing.

Schools Access Initiative

16. The capital implications arising out of this initiative completes the current scope of the Schools Capital Programme. The Schools Access Initiative provides for adaptations to schools in order that the buildings are able to meet the specific needs – in relation to accessibility – of a young person who is seeking a place at that school. The initiative has been in operation for some time and thus an increasing number of schools already have the requisite degree of accessibility. Equally in many cases the scope of the adaptation works are of a scale that does not constitute a formal capital project. Nevertheless, experience shows that there are usually 5-6 more substantial capital projects required per annum. The total anticipated spend on this initiative during 2015/16 is £747,000.

Other Options Considered

17. The report is for noting only.

Reason/s for Recommendation/s

18. The report is for noting only.

Statutory and Policy Implications

19. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial implications

20. Financial provision for the elements that comprise the Schools Capital Programme are reconciled annually as part of the Council's overall budget setting process. The reconciliation takes account of the most recent government grant and other forms of income that contribute to the overall funding of the Programme, against the anticipated actual spend across the range of projects. Realistic assumptions about future sources of external income/grants have been built into the overall financial planning for the Programme, and robust arrangements are in place to monitor these over the course of the Programme.

Human Resource Implications

21. Where schools are expanding, appropriate levels of teaching staff will be appointed and funded from increases in the delegated school budget triggered by the increased number in pupils.

Human Rights Implications

22. The provision of additional school places in refurbished schools will facilitate parental preference via the schools admissions process.

Public Sector Equality Duty implications

23. Children within the Local Authority area will be able to access school places locally, all new build schemes will meet requirements for disabled access and special needs.

Safeguarding of children and Vulnerable Adults Implications

24. All new build schemes will take account of safeguarding needs and requirements

Implications for Service Users

25. The Schools Capital Programme seeks to ensure that there will be sufficient school places in school buildings which do not suffer from the need of essential maintenance to their fabric.

Implications for Sustainability and the Environment

26. Increasing the number of school places is demonstrated by sustainable demand. All capital projects are subject to the requisite planning and Building Regulations which reflect environmental and sustainability targets. By providing local school places the need for travelling by car can be reduced.

RECOMMENDATION/S

- 1) That the progress in delivering the Schools Capital Programme be noted.

Jas Hundal

Service Director, Transport, Property and Environment

For any enquiries about this report please contact:

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Constitutional Comments

27. As this report is for noting only, no Constitutional Comments are required.

Financial Comments (SH 31/03/16)

28. The financial implications are set out in paragraph 20 above.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Schools Capital Programme progress report – report to Children and Young People’s Committee on 21 September 2015.

Electoral Division(s) and Member(s) Affected

All.

C0804

School Places Programme 2016

The following schools are earmarked for capital investment as part of the County Council's programme to provide additional school places for the 2016/17 academic year:

- Ernehale Junior
- Northfield Primary
- Kimberley Primary
- Lantern Lane Primary
- Carlton Central Junior
- Horsendale Primary
- King Edward Primary
- Kingsway Primary
- Abbey Hill Primary
- Sutton Road Primary
- Mapplewells Primary
- St Augustine's Primary
- Crescent Primary
- Ordsall Primary
- Broomhill Junior

25th April 2016

Agenda Item: 6

**REPORT OF THE CORPORATE DIRECTOR, CHILDREN, FAMILIES AND
CULTURAL SERVICES****CHILDREN'S WORKFORCE HEALTH CHECK 2015-16****Purpose of the Report**

1. The report provides a summary of the responses to the latest Children's Workforce Health Check Survey, which was completed in November 2015.

Information and Advice

2. The 2015-16 Children's Workforce Health Check combines responses from employees across the entire Children's, Families and Cultural Services Department, including Children's Social Care, and therefore encompasses data that would previously have formed part of the Social Work Health Check. The purpose of the Health Check, which is undertaken annually, is to explore key workforce and workforce development issues, and provide a local research base for workforce development and support initiatives.
3. The 2015-16 Children's Workforce Health Check covered the following areas:
 - workforce demographics and stability
 - workforce resources
 - workforce development
 - workforce health, wellbeing and support.
4. The key headlines from the Health Check are summarised below:

Workforce Stability

- 74% of respondents have been with the Council for 3 years+ (62% for 5 yrs +)
- 78% of respondents would like to still be working for the Council in 12 months' time
- The percentage of social workers who have been with the Council for 2 years or less has decreased from 68% of the social worker cohort in 2014, to just 32% of that cohort in 2015
- the total number of sick days across the Department has reduced by 15% in 2015 when compared to the previous year
- some staff reported difficulties in taking back time (Flexi & TOIL) when their work has required them to operate longer hours or outside of normal hours.

The above figures are encouraging at a time of both national and local concern regarding the stability of the children's workforce, and particularly the retention of social work staff.

They suggest that local retention initiatives are beginning to impact upon workforce stability.

Workforce Support

- 90% of respondents felt that they had the right professional support to do their job
- 79% are able to access the ICT network when they need to (84% of Social Work respondents stated that they had found the introduction of Lenovo devices beneficial to their practice)
- 77% stated that their managers were accessible when they needed them
- 100% of social workers in teams supported by Social Work Support Officers (SWSOs) identified clear benefits to the quality of service provision and practice, with particular emphasis on the time they could now focus on work with families and on case recording. (This is consistent with the findings from the Council's quality assurance audits undertaken during the same period on cases managed within social care teams that are supported by SWSOs)
- 81% rated their supervision positively
- 82% of respondents had received an Employee Performance and Development Review (EPDR), and 76% of those had identified training needs and had subsequently accessed that training
- 69% of respondents had received a full induction when they came into post
- 92% of respondents felt they were adequately supported and listened to all, or most of, the time
- 75% felt that they had been kept well informed and supported during service changes and reorganisation
- 81% felt that there were good processes in place to monitor their personal safety, but some responses suggested that these processes may need reviewing with certain teams
- 50% of respondents knew about the Occupational Health Unit; 27% knew about Health and Wellbeing Champions.

Overall, these responses suggest that the majority of staff feel that they have the right support, development opportunities, and management infrastructure to enable them to carry out their duties. They also suggest that staff feel broadly supported at an individual level, which is important when viewed within the context of changes that have taken place over the last year. They indicate, though, that communication around health and wellbeing support, and the Occupational Health Unit, could be improved.

5. In addressing the responses to the 2015 Health Check, an action plan has been developed that will feed through into the Children's Workforce Development Plan for 2016-17. The key elements of the action plan are:
- to monitor the levels of staff within the upper age range, and to facilitate recruitment activity and succession planning that takes account of these levels over the coming five years, whilst also ensuring that the workforce has a safe balance of experienced and less-experienced staff
 - to develop and implement a departmental induction process that complements the corporate induction programme, by providing in-coming staff with an overview of the Department's activities and priorities and the part they will play in the delivery and achievement of same

- to monitor the quality and effectiveness of supervision across the Department by way of a quarterly random-sample audit of staff from each division
 - to ensure that line managers take a more active role in monitoring the working patterns of their staff, in order to bring the quantity of additional hours being accrued down to an operationally manageable level wherever possible
 - to broaden the adoption of a Team Meeting Protocol across the Department, so that managers and staff are able to make effective and productive use of their time together
 - to develop the awareness of the workforce – through a variety of communications media – to the range of support services that are available to them as employees
 - to review the processes through which staff safety outside of the office, and outside of office hours, is monitored to ensure that all staff feel safe and valued in the work they do.
6. Progress on the implementation of the subsequent action plan will be monitored by the Children's Services Leadership Team with key outcomes informing a revised Children's Services Workforce Development Strategy.
 7. The Children's Services Health Check produced in the Spring of 2015 proposed a number of recommendations that officers have sought to address in the subsequent 12 months. A brief review of these recommendations and their outcomes is provided at **Appendix 1**.

Other Options Considered

8. Whilst the Department could have continued to employ both a social work health check and a separate children's workforce health check, the move towards a more integrated children's workforce supported the option of combining all workforce data to provide clearer comparisons across service areas, rather than them being viewed in isolation from each other.

Reason/s for Recommendation/s

9. The implementation of the Children's Services Workforce Health Check action plan will address the key issues identified by staff across the Department and support the development of an informed forward plan that will help meet future workforce needs and aspirations.

Statutory and Policy Implications

10. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

11. There are no financial implications arising directly from this report.

Implications for Service Users

12. An effective, consistent, and motivated workforce will positively impact on the lives of children and families living in Nottinghamshire.

RECOMMENDATION/S

- 1) That the summary of the responses to the Children's Services Workforce Health Check Report 2015-16, and the recommendations made, be noted.

Colin Pettigrew

Corporate Director, Children, Families and Cultural Services

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Constitutional Comments (SMG 29/03/16)

13. The proposals set out in this report fall within the remit of this Committee.

Financial Comments (SS 31/03/16)

14. There are no financial implications arising directly from this report.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Children's Services Workforce Health Check 2015 – report to Children & Young People's Committee, May 2015

Electoral Division(s) and Member(s) Affected

All.

C0806

Appendix 1

Children's Workforce Health Check 2014-15

Recommendations & Outcomes

2014-15 Recommendations	Outcomes/Actions
To bring together as a single health check survey in 2015-16, the Children's Services and Social Work surveys	This has been implemented.
To undertake a review of the Department's workforce in order to identify any additional areas of service delivery facing, or likely to face, retention and recruitment issues in the next few years	We are currently focussing on the Children's Social Care frontline workforce, to ensure its stability and increased retention, and have taken active steps to ensure that recruitment is improved through the implementation of the Market Factor Supplement and expansion of the Social Work Support Officer initiative.
To consider the Department's approach to succession planning especially in specialist areas	The current Leadership Development Programme, and the newly developed Aspirant Managers Programme will provide pathways to promotion for appropriately experienced and qualified staff, and assist with succession planning.
To review the Department's induction processes to ensure a consistent approach for all new starters	Whilst the corporate induction is still being reviewed, we are in the process of creating a Departmental Induction Programme which will ensure that all staff joining us, are provided with a clear vision of the Department's priorities, and the role they can play in achieving them
To develop a consistent approach to supervision across the department including an entitlement to supervision at least every six weeks with a written record	81% of this year's respondents stated that they received regular supervision, which is a marked improvement on just 61% last year. In addition, we are proposing to implement a quarterly Departmental audit of supervisions to ascertain the quality of supervision being provided.
To develop a more explicit link between the EPDR process and the identification of workforce development needs	The new Employee Performance & Development Review format has now been finalised, and will be implemented shortly. This new format includes a process whereby Workforce Planning & Occupational Development can directly link identified training needs to their annual training plan.
To ensure all staff are aware of how to access, and make use of, the online Interagency Safeguarding procedures of the Nottinghamshire Safeguarding Children's Board	This year's health check revealed that 99.5% of respondents were aware of, and knew how to access, safeguarding procedures
To ensure all team managers are more confident in identifying, and dealing with, issues of stress and depression, and how to mitigate the circumstances in the working environment which might lead to staff suffering from stress etc.	We have provided a range of information within the Managers Resource Centre on the Intranet, and have also incorporated this issue into the "Resilience" training package. However, we feel it would be beneficial for all staff to have an increased awareness of our support infrastructure, and will be building this into our Departmental Induction Programme.
To review the impact of the current workforce mobilisation programme on the perceived levels of administration faced by frontline practitioners and access to the Nottinghamshire County Council network as and when required	This year's health check revealed very positive feedback on the mobilisation programme with staff who had been issued with Lenovo devices reporting that communication, case recording, and time management had all improved. There was also an improvement in the percentage of staff who were able to access the network – up from 70% last year to 79% this year.
To ensure the Department takes a consistent approach to staff working additional hours having the opportunity to take this time off within a reasonable time period	This will always be a challenging issue for us to address given the need for our workforce to be flexible, but we will continue to monitor levels of flexi & Time Off in Lieu (TOIL) and work with managers to facilitate a consistent process for taking time back.

25 April 2016**Agenda Item: 7**

REPORT OF CORPORATE DIRECTOR, RESOURCES

WORK PROGRAMME

Purpose of the Report

1. To consider the Committee's work programme for 2016.

Information and Advice

2. The County Council requires each committee to maintain a work programme. The work programme will assist the management of the committee's agenda, the scheduling of the committee's business and forward planning. The work programme will be updated and reviewed at each pre-agenda meeting and committee meeting. Any member of the committee is able to suggest items for possible inclusion.
3. The attached work programme has been drafted in consultation with the Chairman and Vice-Chairman, and includes items which can be anticipated at the present time. Other items will be added to the programme as they are identified.
4. As part of the transparency introduced by the new committee arrangements, committees are expected to review day to day operational decisions made by officers using their delegated powers. It is anticipated that the committee will wish to commission periodic reports on such decisions. The committee is therefore requested to identify activities on which it would like to receive reports for inclusion in the work programme. It may be that the presentations about activities in the committee's remit will help to inform this.

Other Options Considered

4. None.

Reason for Recommendation

5. To assist the committee in preparing its work programme.

Statutory and Policy Implications

6. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION

That the committee's work programme be noted and consideration be given to any changes which the committee wishes to make

Jayne Francis-Ward
Corporate Director, Resources

For any enquiries about this report please contact:

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Constitutional Comments (HD)

7. The Committee has authority to consider the matters set out in this report by virtue of its terms of reference.

Financial Comments (NS)

8. There are no direct financial implications arising from the contents of this report. Any future reports to Committee on operational activities and officer working groups, will contain relevant financial information and comments.

Background Papers

None

Electoral Division(s) and Member(s) Affected

All.

CHILDREN & YOUNG PEOPLE'S COMMITTEE - WORK PROGRAMME 2015-16

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
23 May 2016		
Performance reporting (2015/16) – Services for Children and Young People	Annual performance report	Celia Morris
SEND Reform Grant proposals		Derek Highton
Exceptional payments for school clothing and footwear 2016/17	Annual determination	Marion Clay
A Strategy for Closing the Educational Gaps in Nottinghamshire	Six monthly review report	Marion Clay
Review of Schools Swimming Service offer – recommendations		Derek Highton
Revised offer for arts and music services for young people		Derek Highton
Troubled Families update	For information	Derek Highton
Principal Child and Family Social Worker - annual report 2015		Steve Edwards
20 June 2016		
Looked After Children and Care Leavers Strategy 2015-18 – progress report	Annual report.	Steve Edwards
Nottinghamshire Childcare Sufficiency Assessment 2016		Derek Highton
Children & Young People's Mental Health & Wellbeing Transformation Plan	Six-monthly report	Kate Allen
Local Authority governor appointments and re-appointments to school governing bodies	Quarterly report on appointments made	Marion Clay
18 July 2016		
Youth Justice Plan 2016-17	For noting and recommendation to Full Council	Derek Highton
Child Sexual Exploitation and Children Missing from Home and Care: annual report 2015/16		Steve Edwards
Nottinghamshire Code of Conduct for issuing fines for pupil absences – impact of amendment to threshold		Derek Highton
Consultation on possible amalgamation of Meadow Lane Community Infant and College House Community Primary Schools	For decision	Marion Clay

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
Members' visit to Outdoor & Environmental Education residential centres	For decision	Derek Higton
Rota visits to children's homes – April and May 2016	Six monthly report	Steve Edwards
Early Help Service restructure		Derek Higton