

## **Children and Young People's Committee**

**Monday, 02 November 2020 at 10:30**

Virtual meeting, <https://www.youtube.com/user/nottsccl>

---

### **AGENDA**

- |    |  |         |
|----|--|---------|
| 1  | Minutes of the Last Meeting held on 21 September 2020  | 1 - 6   |
| 2  | Apologies for Absence  |         |
| 3  | Declarations of Interests by Members and Officers:- (see note below)<br>(a) Disclosable Pecuniary Interests<br>(b) Private Interests (pecuniary and non-pecuniary) |         |
| 4  | Provision, Achievements & Progress of the CiC Council and Participation of Looked After C&YP 2019-20   | 7 - 12  |
| 5  | Outcomes of OFSTED Inspections of Schools - Autumn 2019 and Spring 2020  | 13 - 30 |
| 6  | Attendance at the National Children and Adult Services Conference - November 2020  | 31 - 34 |
| 7  | Notts Strategy for Improving Educational Opportunities for All   | 35 - 50 |
| 8  | Progress on the Improving the Effectiveness and Efficiency of the Children's Services Plan   | 51 - 64 |
| 9  | Joint Commissioning to Address Speech, Language and Communication Needs  | 65 - 74 |
| 10 | Changes to the Staffing Establishment in the Youth Justice Service   | 75 - 78 |
| 11 | Changes to the Staffing Establishment in the Service Improvement Group   | 79 - 82 |

12	Local Authority Governor Appointments to School Governing Bodies 13 Feb - 27 Sept 2020	83 - 88
13	Sexual Abuse and Harmful Sexual Behaviour involving Children in Care	89 - 92
14	Work Programme	93 - 100
15	EXCLUSION OF THE PUBLIC	

The Committee will be invited to resolve:-

“That the public be excluded for the remainder of the meeting on the grounds that the discussions are likely to involve disclosure of exempt information described in Schedule 12A of the Local Government Act 1972 and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.”

**Note**

If this is agreed, the public will have to leave the meeting during consideration of the following item.

**EXEMPT INFORMATION ITEM**

- 16 Sexual Abuse and Harmful Sexual Behaviour involving Children in  
Care EXEMPT
- Information which is likely to reveal the identify of an individual;

**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:-

Customer Services Centre 0300 500 80 80

- (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 Martin Gately (Tel. 0115 977 2826) 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 September 2020 (commencing at 10.30am)

**Membership**

Persons absent are marked with an 'A'

**COUNCILLORS**

Philip Owen (Chairman)  
Sue Saddington (Vice-Chairman)  
Tracey Taylor (Vice-Chairman)

Helen-Ann Smith  
Boyd Elliott  
John Handley  
Errol Henry JP

Paul Henshaw  
Roger Jackson  
John Peck  
Liz Plant

**CO-OPTED MEMBERS (NON-VOTING)**

4 Vacancies

**OFFICERS IN ATTENDANCE**

Colin Pettigrew	Corporate Director, Children and Families Services
Marion Clay	Service Director, Children and Families Services
Steve Edwards	Service Director, Children and Families Services
Laurence Jones	Service Director, Children and Families Services
Martin Gately	Democratic Services Officer, Chief Executive's

**1. MINUTES OF THE LAST MEETING HELD ON 20 JULY 2020**

The minutes of the meeting held on 20 July 2020 having been circulated to all Members, were taken as read and will be signed by the Chairman.

**2. APOLOGIES FOR ABSENCE**

Councillor Helen-Ann Smith substituted for Councillor Samantha Deakin.

### **3. DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS**

None.

### **4. NATIONAL MINIMUM FOSTERING ALLOWANCE PAYMENTS RATES TO FOSTER CARERS 2020-21**

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

#### **RESOLVED 2020/32**

That:

- 1) Nottinghamshire County Council continues to pay foster carers a weekly fostering allowance, at the national minimum rates, as prescribed by the Department for Education

### **5. CHILD SEXUAL EXPLOITATION AND CHILDREN MISSING FROM HOME AND CARE: ANNUAL REPORT 2019/20**

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

#### **RESOLVED 2020/33**

That:

- 1) Quarterly performance data be included in the quarterly performance reports to the Committee
- 2) Annual reports be received to provide an overview of the work to address the threat of Child Sexual Exploitation and Children Missing from Home and Care in Nottinghamshire

### **6. INDEPENDENT INQUIRY INTO CHILD SEXUAL ABUSE – ACTION PLAN**

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

#### **RESOLVED 2020/34**

That:

- 1) No further actions were identified in relation to the issues contained within the report

- 2) A follow-up report on the actions arising from the specific IICSA recommendation be received in 3 months' time and a report regarding future governance arrangements for children in care settings be received in 6 months' time and that these be included in the work programme.

## **7. CHANGES TO THE STAFFING ESTABLISHMENT IN THE CAMHS CHILDREN LOOKED AFTER AND ADOPTION TEAM**

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

### **RESOLVED 2020/35**

That:

- 1) the disestablishment of a 0.6 FTE Social Work (Band B) post be approved
- 2) the establishment of a 0.82 FTE Therapeutic Child and Family Support Work post (subject to job evaluation)

## **8. FOSTER CARER ITEMS**

No issues were raised.

## **9. CHILDREN AND YOUNG PEOPLE CORE DATA SET – PERFORMANCE AND FINANCE FOR QUARTER 1**

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

### **RESOLVED 2020/36**

That:

No further actions were required in relation to the performance information on the Council's services for children and young people for the period 1<sup>st</sup> April to 30<sup>th</sup> June 2020

## **10. NOTTINGHAMSHIRE SPECIAL EDUCATIONAL NEEDS AND/OR DISABILITIES POLICY (2020-2023)**

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

### **RESOLVED 2020/37**

That:

- 1) the proposed Nottinghamshire Special Educational Needs and/or Disabilities (SEND) Policy (2020-2023) attached as Appendix 1, be forwarded to Policy Committee for approval.
- 2) An annual update report on progress with the implementation of the SEND Policy be received and that this be included in the Committee's work programme.

#### **11. MANNERS SUTTON PRIMARY SCHOOL, AVERHAM, NEWARK – PROPOSED CONSULTATION REGARDING CLOSURE**

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

#### **RESOLVED 2020/38**

That:

- 1) Approval be given to undertake statutory consultation to explore options for Manners Sutton Primary School, Averham, Newark, including possible closure.

#### **12. COMMUNICATIONS STRATEGIES FOR FIRST ADMISSION TO PRIMARY SCHOOL AND TRANSFER FROM INFANT TO JUNIOR/PRIMARY SCHOOL IN SEPTEMBER 2021, AND FOR NOTTINGHAMSHIRE'S STATUTORY CONSULTATION ON ADMISSION ARRANGEMENTS 2022-2023**

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

#### **RESOLVED 2020/39**

That:

- 1) the publicity campaign to inform parents and families about applying for school places for September 2021 for children starting school for the first time (reception) and transferring from infant school (Year 2) to junior/primary education (Year 3) be approved.
- 2) the proposal to consult on Nottinghamshire County Council's school admission arrangements 2022-2023 be approved.
- 3) the communication strategy to inform stakeholders about the statutory consultation on Nottinghamshire County Council's proposed school admission arrangements 2022-2023 be approved.

#### **13. EARLY SUPPORT REMODELLING PROJECT**

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



## **RESOLVED 2020/40**

That:

- 1) the recommendations of the Early Support Service Remodelling Project, as detailed in paragraph 11 be approved.
- 2) the establishment of the revised staff structure, as outlined in Appendices 3 and 4 be approved.
- 3) the establishment of an additional Service Organiser post in the Children's Commissioning Team to support the commissioning framework for the Integrated Children's Disability Service's Specialist Support Team be approved.

### **14. CONSULTATION ON CLOSURE OF THE RESIDENTIAL UNIT AT FOUNTAINDALE SPECIAL SCHOOL**

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

## **RESOLVED 2020/41**

That:

- 1) Approval be given for a statutory consultation on the proposed closure of the residential unit at Fountainsdale Special School.

### **15. RESPONSE TO THE HOME OFFICE CONSULTATION ON THE PROPOSAL FOR CHANGES TO THE NATIONAL TRANSFER SCHEME FOR UNACCOMPANIED ASYLUM-SEEKING CHILDREN**

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

## **RESOLVED 2020/42**

That:

- 1) the general content of the Council's response to the Home Office's consultation on the proposal for changes to the National Transfer Scheme for Unaccompanied Asylum-Seeking Children
- 2) the Corporate Director, Children and Families, in consultation with the Chairman of the Children and Young People's Committee be authorised to finalise the detailed drafting of the consultation response prior to submission to the Home Office

## **16. WORK PROGRAMME**

Members requested that a report on autism be brought to a future meeting of the committee.

### **RESOLVED 2020/43**

That any amendments required to the work programme be considered.

The meeting closed at 11:35 am.

CHAIRMAN

**2<sup>nd</sup> November 2020****Agenda Item: 4****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL  
WORK****PROVISION, ACHIEVEMENTS AND PROGRESS OF THE CHILDREN IN CARE  
COUNCIL AND PARTICIPATION OF CHILDREN AND YOUNG PEOPLE  
LOOKED AFTER 2019/20****Purpose of the Report**

1. To provide an overview of the work of the Young People Looked After (YPLA) Youth Work team, situated within the Youth Service. The YPLA team is responsible for:
  - the Children in Care Council (CiCC) structure which ensures that young people looked after are represented at all levels in the Nottinghamshire system of Youth Participation
  - encouraging and enabling young people, who are looked after, adopted or living in residential care to engage in positive activities provided by the YPLA team and to independently access mainstream provision
  - engaging with at least 250 children and young people in care
  - working in partnership with Children's Social Care.

**Information**

2. The YPLA team is responsible for the planning and delivery of a range of positive activities outside of the school day for looked after and adopted young people. This is to enable young people to come together to participate and have fun in events throughout the year as well as to have a voice about their life in care through the work of the CiCC. The CiCC structure includes a number of sub-groups, which provide a mechanism for a range of groups of looked after young people to be involved in Nottinghamshire's system of Youth Participation. Representatives from each sub-group then meet as the formal CiCC board (also known as No Labels). The opportunities on offer for young people to engage are designed to promote and support them to build their confidence and self-esteem as well as to develop new experiences.
3. Young people looked after are signposted to universal services across the County, as well as encouraged to participate in group work activities. This assists young people to develop

positive relationships with other young people and youth workers to help broaden their horizons, learning new skills, and experiences. Young people looked after have participated in a wide range of activities throughout 2019/20, which is detailed in **paragraph 7**.

4. Activities are designed to help support a holistic assessment of children and young people's needs and to help close the gap in educational attainment through joining in activities outside of the school environment. The positive activities young people participate in provide a platform for young people to share their views about life in care, which helps to promote placement stability, as young people are actively engaged, and have a trusted Youth Worker to talk to. A number of these young people will go on to be members of the sub-groups of the CiCC and attend No Labels meetings. This is where sub-group representatives come together with a range of senior officers and elected Members to design and shape services available to them.
5. The CiCC provides the Council with an opportunity to listen to what children and young people are saying, consequently these views are taken forward and acted upon. There is also an expectation that the membership of the CiCC will be encouraged to have an active role in the Young People Board. The strategic development of the CiCC has direct links to Nottinghamshire's Looked After Children and Care Leavers Strategy 2018-2021, and the vision of the Service Director for Youth, Families and Social Work.
6. The work of the CiCC has direct links to the Partnership Strategy for Looked After Children and Care Leavers, which sets out the ambition Nottinghamshire County Council has as corporate parents.
7. The CiCC sub-groups and No Labels have all met six times in 2019/20. To date young people have been actively involved in a number of events or participated in sharing their views and making decisions on a variety of strategic and business agenda items such as:
  - consultation with young people on the Looked After Children and Care Leavers Strategy 2018-2021 review, and influencing the key priorities and action plans
  - consultation with young people on the Mind of My Own App within the development stage and as a live app for use by young people in care
  - engagement with young people to further develop the care leaver app and decide on young people friendly logos and images
  - continued consultation with young people on the IPC (integrated personal commissioning) LAC CAMHS (Child & Adolescent Mental Health Services) which is a pilot project that has been established to see how the IPC model can be used to support looked after children/care leavers with emotional wellbeing and mental health needs. The new project was identified through the Future in Mind report and our own Children and Young People transformation plan
  - consultation with young people to look at how health services are supporting the needs of young people and make recommendations for further development. This was achieved by members of the CiCC taking part in the mystery shopper project which

involved young people taking part in training and inspection of commissioned health services for young people across Nottinghamshire

- questions developed by young people have been used by panel members deciding on the suitability of foster carers at panel meetings – ensuring young people’s voices are at the heart of the decision making. Feedback from the panel was positive and gave an extra perspective to the process
- working with the coordinator of the Virtual School on planning and delivering the Achievement Event on 24<sup>th</sup> June 2019, which is an annual event
- young people were actively involved in developing the personal education plan for all children and young people in care, ensuring the wording was representative, diverse and young people friendly
- the CiCC engaged in consultation and debate based on young people’s lived experiences to develop a strength-based and caring approach to language used by professionals with Nottinghamshire County Council
- young people have had the opportunity to identify two themes from the Looked After Children and Care Leavers Strategy 2018-2021, which they will focus on from April 2019. By 2021 young people will have focused on all six themes as part of their ongoing work through the CiCC. The themes for 2019/20 were a successful transition to adulthood and experiences good physical, emotional and mental health and wellbeing
- young people developed and produced a film – young person led to explore their experiences and to challenge the stereotypes around foster care and young people having a voice in care
- 16+ group redesigned the care leaver health information, alongside the looked after child nurses. The group re-designed the information pack that young people receive when they leave care. Young people recommended splitting the pack into relevant sections, so information was more accessible. Young people also wanted to rename the information pack ‘Leaving Care Health History/Record’; this was a joint consultation with Nottingham City.

8. Expression of Interest forms (EOI) were introduced by young people following a review of the process in relation to how young people are invited to participate in shaping the services available to them. The CiCC has received 8 EOIs, allowing young people to:
- take ownership of the agenda and their involvement in the design and delivery of services
  - establish the information required and the time needed to enable young people to actively participate
  - keep track of individual projects they are involved in.

### **Other Options Considered**

9. No other options have been considered.

## **Reason/s for Recommendation/s**

10. The report seeks approval to further update the Committee on this work in 12 months.

## **Statutory and Policy Implications**

11. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment 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**

12. There are no financial implications arising from this report.

## **RECOMMENDATION/S**

- 1) That Committee agrees to receive a further update report on the work of the Young People Looked After Youth Work team in 12 months and that this be included in the work programme.

**Steve Edwards**  
**Service Director, Youth, Families and Social Work**

**For any enquiries about this report please contact:**

Pom Bhogal  
Youth Service Manager  
T: 0115 9932722  
E: [pom.bhogal@nottsccl.gov.uk](mailto:pom.bhogal@nottsccl.gov.uk)

## **Constitutional Comments (AK 01/10/20)**

13. The report falls within the remit of Children and Young People's Committee by virtue of its terms of reference.

## **Financial Comments (SAS 02/10/20)**

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.

Looked After Children and Care Leavers Strategy 2018-2021

## **Electoral Division(s) and Member(s) Affected**

All.

C1393





**2<sup>nd</sup> November 2020****Agenda Item: 5****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND  
SKILLS****OUTCOMES OF OFSTED INSPECTIONS OF SCHOOLS – AUTUMN 2019 AND  
SPRING 2020****Purpose of the Report**

1. To inform the Committee of the outcomes of inspections of state funded schools over the Autumn term 2019 and Spring term 2020 and any actions being taken by the Council to support those schools identified as Requiring Improvement (RI) or Ofsted category of concern.
2. For the schools identified in the report judged by Ofsted to Require Improvement, the report seeks approval for the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services to write to the head teacher and chair of governors to inform them that the Committee will track closely their progress towards becoming a Good school. In relation to academies, the Chairman and Corporate Director will also write to the Regional Schools Commissioner (RSC).
3. For the schools identified in the report judged by Ofsted to remain Good but declining, the report seeks the approval for the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services to write to the head teacher and chair of governors to inform them that the Committee will track closely their progress towards remaining a Good school. In relation to academies, the Chairman and Corporate Director will also write to the RSC.
4. For schools identified in the report judged by Ofsted to remain or become Good or Outstanding, the report also seeks approval for the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services to write to the head teacher and chair of governors of Local Authority maintained schools to congratulate them on their achievement. Copies of congratulatory letters will also be sent to the RSC in relation to academies judged to be Good, remain Good or Outstanding.

**Information**

5. There is a time lag between inspection outcomes as known within the Council and the published summary data. This report will focus on published Ofsted reports for the Autumn and Spring terms, 2019-20 academic year.

6. This report draws on two main sources of data:
- Ofsted's website [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted) which publishes individual school inspection reports, usually within two weeks of inspection. However, this can take considerably longer for a school that is judged as Inadequate as Ofsted carries out increased quality assurance exercises. This can take up to two months to complete.
  - Ofsted's monthly management information <https://www.gov.uk/government/statistical-data-sets/monthly-management-information-ofsted-school-inspections-outcomes>. This is up to date as at 31 March 2020 and provides data on the proportion of Good schools at Local Authority level but not the proportion of learners attending Good schools. This provides an overall comparison of the performance of Nottinghamshire schools with those nationally.
7. All schools inspected across the Autumn term 2019 and Spring term 2020 were inspected under the revised inspection framework. The new framework has brought some significant changes to the inspection process.
- Schools are now graded on the areas that Ofsted believe matter most to parents:
    - the quality of education
    - behaviour and attitudes
    - personal development
    - leadership and management.
  - Inspectors look at how a school contributes to pupils' broader development, including their character, citizenship and resilience. They also look at how the school manages behaviour, low-level disruption and bullying, so that parents can be assured that the school is one in which pupils are safe and able to learn.
  - Inspectors check that school leaders are behaving with integrity by putting children's interests first. This includes checking that schools do not enter pupils for qualifications that are inappropriate for the child but that may have a positive impact on the school's published performance data.
  - Inspectors also check that schools are not removing pupils from the school's roll without a formal, permanent exclusion when this is not in the child's best interests. We refer to this as 'off-rolling'.
  - The reports are shorter and clearer. They tell parents what it's like to be a child in that school, what the school is doing well and what it could be doing better.
  - Ofsted have the current grading system of:
    - outstanding
    - good
    - requires improvement
    - inadequate.

8. There are two types of inspection under the common inspection framework that are used to judge the performance of schools in England and both will be a two day inspection unless the school has less than 150 pupils when a section 8 inspection will be for one day only:
- the Section 5 inspection is a two day inspection of a school that provides judgements against the four key inspection areas (the quality of education, behaviour and attitudes, personal development, leadership and management) and the overall judgement for the school. If the school has an Early Years Foundation Stage or a 6<sup>th</sup> Form, these will receive additional judgements.
  - the Section 8 inspection is a two day inspection of schools previously judged as Good by Ofsted (and for Outstanding special schools and Pupil Referral Units). This inspection evaluates whether the school remains at the same grade as at the previous inspection. If the Ofsted pre-inspection desktop analysis indicates that the inspection is likely to convert to a Section 5 inspection, the school will be informed at the initial contact telephone call that the inspection will be carried out as a section 5 inspection rather than a section 8. If inspectors are concerned that a particular area of provision has declined significantly then the inspection will convert and be deemed a section 5 inspection. This will mean that all the areas within the framework will receive a judgement as outlined above.

#### **Autumn term 2019**

9. **Appendix 1** shows Local Authority inspections over the Autumn term 2019. Compared with previous inspections:
- there were 30 schools inspected in the Autumn term compared with 19 schools in the summer term.
  - 23 of the inspections in the Autumn term were of Good schools. 17 of these schools retained their previous Good judgement.
  - two schools, Haddon Primary & Nursery and Killisick Junior, moved from Requiring Improvement to Good.
  - one school Chetwynd Primary Academy moved from Good to Outstanding.
  - Lovers' Lane Primary and Samworth Church Academy both moved from Good to Requiring Improvement.
  - Holgate Primary & Nursery and King Edward Primary remain as Requiring Improvement.
  - Crossdale Drive Primary Academy moved from Outstanding to Good.
  - two academies had their first inspections since conversion: The William Gladstone Primary was graded as Requiring Improvement, Leamington Primary & Nursery was graded as Good.

- three schools retained their Good judgement but were graded as Good and Declining and their next inspection will therefore be a full Section 5 inspection: Leverton C of E Academy, Ramsden Primary and Westwood Infant and Nursery.
10. **Appendix 2** shows the reasons the schools were placed in Requiring Improvement and the actions taken by the Local Authority to support these schools.
11. The summary table below shows that, as a result of the inspections over the Autumn term, Nottinghamshire was 1% below the national average for all schools with Nottinghamshire primary schools also performing 1% below primary schools nationally. All schools in Nottinghamshire remained above the East Midlands figure. Nottinghamshire secondary schools continued to perform well above the national and regional figures. Nottinghamshire primary schools were just above the regional figure.

Management Information for Schools 31 December 2019			
Number of Good or better schools	National	Notts	E Midlands
All Schools	87%	86%	82%
Primary	87%	86%	85%
Secondary	76%	86%	70%

### Spring term 2020

12. **Appendix 3** shows Local Authority inspections over the Spring term 2020. Compared with previous inspections:
- there were 12 schools inspected in the Spring term compared with 30 schools in the Autumn term.
  - nine of the inspections in the Spring term were of Good schools. Six of these schools retained their previous Good judgement.
  - two schools, Linby Cum Papplewick C of E Primary and St Edmund Campion Academy, moved from Good to Requiring Improvement.
  - Arnold Mill Primary moved from Outstanding to Good.
  - two schools retained their Good judgement but were graded as Good and Declining and their next inspection will therefore be a full Section 5 inspection: Priory Junior and Gamston C of E Primary.
  - two schools previously graded as Requiring Improvement were inspected and both moved to good: Trowell C of E Primary and Berry Hill Primary.
  - Hall Park Academy were previously graded Good but following their inspection they are now judged to be Inadequate.

13. **Appendix 4** shows the reasons the schools were placed in Requiring Improvement and the actions taken by the Local Authority to support these schools.
14. The summary table below shows that, as a result of the inspections over the Spring term, Nottinghamshire is 1% above the national average for all schools. Nottinghamshire primary schools are performing 2% below primary schools nationally. All schools in Nottinghamshire remain above the East Midlands figure. Nottinghamshire secondary schools continue to perform well above the national and regional figures. Nottinghamshire primary schools are 2% above the regional figure.

Management Information for Schools 31 March 2020			
Number of Good or better schools	National	Notts	E Midlands
All Schools	86%	87%	83%
Primary	88%	86%	84%
Secondary	77%	84%	69%

#### Other Options Considered:

15. No other options have been considered.

#### Reason/s for Recommendation/s

16. To ensure Members of the Committee are aware of the steps being taken to ensure that all children in Nottinghamshire have the opportunity to attend a Good school.

#### Statutory and Policy Implications

17. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment 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

18. It is part of the Local Authority's statutory duty to support maintained schools which have been risk assessed as Requiring Improvement. Two maintained schools fell into this category and are identified at **paragraphs 9 & 12**. Due to the Education Improvement Service annual risk assessment process these schools had already been identified as requiring additional support and the cost of this will be met from the DfE School Improvement Grant. The School Improvement Grant was £738,420 for 2019-20 and £728,018 for 2020-21.

## RECOMMENDATION/S

That:

- 1) for the schools identified in the report judged by Ofsted to Require Improvement, the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services write to the head teacher and chair of governors of Local Authority maintained schools to inform them that the Committee will track closely their progress to become a Good school. In relation to academies, a letter will also be sent to the Regional Schools Commissioner.
- 2) for the schools identified in the report judged by Ofsted to remain Good but declining, the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services write to the head teacher and chair of governors of Local Authority maintained schools to inform them that the Committee will track closely their progress to become a Good school. In relation to academies, a letter will also be sent to the Regional Schools Commissioner.
- 3) for schools identified in the report judged by Ofsted to remain Good, or become Good or Outstanding, the Chairman of the Children and Young People's Committee and the Corporate Director of Children and Families Services write to the head teacher and chair of governors of Local Authority maintained schools to congratulate them on their achievement. A copy of this letter will also be sent to the Regional Schools Commissioner in relation to academies.

**Marion Clay**  
**Service Director, Education, Learning and Skills**

**For any enquiries about this report please contact:**

Diane Ward  
Team Manager, Education Improvement Service  
T: 0115 8040646  
E: [diane.ward2@nottsc.gov.uk](mailto:diane.ward2@nottsc.gov.uk)

### **Constitutional Comments (EP 02/10/20)**

19. The recommendations fall within the remit of Children and Young People's Committee by virtue of its terms of reference

### **Financial Comments (SAS 08/10/20)**

20. It is part of the Local Authority's statutory duty to support maintained schools which have been risk assessed as Requiring Improvement. Two maintained schools fell into this category and are identified at **paragraphs 9 & 12**. Due to the Education Improvement Service annual risk assessment process these schools had already been identified as requiring additional support and the cost of this will be met from the DfE School Improvement Grant. The School Improvement Grant was £738,420 for 2019-20 and £728,018 for 2020-21.

## **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.

[Outcomes of Ofsted Inspections of schools – termly update: report to Children and Young People's Committee on 14th October 2019](#)

## **Electoral Division(s) and Member(s) Affected**

All.

C1396





## Appendix 1

District	School type	School	Previous overall effectiveness	Current overall effectiveness	Date	Change from last inspection
<b>PRIMARY</b>						
Ashfield	Community	Holgate Primary & Nursery	3	3	8.10.19	→
Ashfield	Academy	Leamington Primary and Nursery Academy	3	2	26.11.19	↑
Ashfield	Community	Westwood Infant and Nursery	2	2	3.12.19	→
Bassetlaw	Community	Elkesley Primary and Nursery	2	2	12.11.19	→
Bassetlaw	Community	Gateford Park Primary	2	2	26.11.19	→
Bassetlaw	Academy	Leverton Cof E Academy	2	2	3.10.19	→
Bassetlaw	VA school	Priory CofE Primary and Nursery	2	2	1.10.19	→
Bassetlaw	Community	Ramsden Primary	2	2	20.11.19	→
Bassetlaw	Academy	Ranskill Primary	2	2	19.11.19	→
Bassetlaw	VA school	St Anne's CofE Primary	2	2	3.12.19	→
Bassetlaw	VA school	The Primary School of St Mary and St Martin Blyth	2	2	10.12.19	→
Broxtowe	Academy	Chetwynd Primary Academy	2	1	1.10.19	↑
Broxtowe	Academy	Horsendale Primary	2	2	16.10.19	→
Broxtowe	Academy	The Priory Catholic Primary School, Eastwood	2	2	26.11.19	→
Gedling	Academy	Haddon Primary and Nursery	3	2	12.09.19	↑
Gedling	Academy	Killisick Junior	3	2	10.09.19	↑
Gedling	Community	Mapperley Plains Primary and Nursery	2	2	8.10.19	→
Gedling	Academy	Sir John Sherbrooke Junior	2	2	12.11.19	→
Mansfield	Community	King Edward Primary	3	3	1.10.19	→
Newark	Academy	Forest View Junior	2	2	1.10.19	→
Newark	Community	Lovers Lane Primary and Nursery School	2	3	15.10.19	↓
Newark	VC school	Lowe's Wong Junior	2	2	19.11.19	→
Newark	Academy	William Gladstone CofE Primary Academy	4	3	5.11.19	↑
Rushcliffe	Academy	Crossdale Drive Primary School	1	2	26.11.19	↓
Rushcliffe	Academy	Edwalton Primary	2	2	26.11.19	→
Rushcliffe	Academy	Keyworth Primary	2	2	15.10.19	→
<b>SECONDARY</b>						
Rushcliffe	Academy Converter	East Leake Academy (Harry Carlton)	2	2	15.10.19	→
Mansfield	Academy sponsor led	Samworth Church Academy	2	3	9.10.19	↓
Rushcliffe	Academy Converter	South Wolds Academy & 6th Form	2	2	4.12.19	→
<b>SPECIAL</b>						
Rushcliffe	Community special school	Ash Lea	2	2	2.10.19	→



School	Ofsted Judgement	What does the school need to do to improve? (Information for the school and appropriate authority)	Actions by LA
Holgate Primary	3	<ul style="list-style-type: none"> <li>• The plans for many of the foundation subjects are not coherently sequenced. They do not provide enough detail to help teachers know what pupils need to learn and when. Leaders should ensure that plans clearly set out how pupils will build on key knowledge and skills each year.</li> <li>• A significant proportion of pupils begin key stage 2 not able to read fluently, relative to their age. Pupils' reading books are not always fully accessible to them. On occasion, books contain words that pupils cannot read. Leaders should ensure that the teaching of early reading enables pupils to read fluently. This will enable them to be ready for the next stage of their education, including when they move into key stage 2.</li> </ul>	<p>Allocation of an experienced Education Improvement Adviser for 2 days each term providing support and challenge to:</p> <ul style="list-style-type: none"> <li>• develop curriculum progression with a particular focus on foundation subjects</li> </ul> <p>Access to: Training provided by EIS reading consultants to support with the development of the school's approach to early reading</p>
Lovers Lane Primary	3	<ul style="list-style-type: none"> <li>• In many subjects, the curriculum is not well planned. Senior leaders need to ensure that the curriculum is designed sequentially so that pupils develop and revisit subject knowledge. Subject leaders and teaching staff should receive sufficient training and guidance to enable them to implement the school's curriculum effectively.</li> <li>• The curriculum for teaching early reading is not effective. Leaders must ensure that the curriculum for early reading is well planned to develop pupils' phonics knowledge sequentially. This includes ensuring that the books pupils read match the sounds that they know. Leaders should urgently ensure that all staff who teach phonics receive training to teach it effectively. Leaders should check that the curriculum for teaching phonics is followed by all staff.</li> <li>• Sometimes, pupils do not behave as well as they could. Leaders need to check that all staff adhere to the school's behaviour policy and have consistently high expectations of pupils' behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>• EIA allocation</li> <li>• CPD - Ofsted Readiness</li> <li>• School based reading consultant</li> </ul> <p>Subject leader development – workshop training and school-based support</p>

		<ul style="list-style-type: none"> <li>• Some pupils are persistently absent from school. Leaders need to continue to improve pupils' rates of attendance, particularly for those pupils who are persistently absent.</li> <li>• The school's curriculum for personal development is not well sequenced. Leaders need to ensure that the curriculum is designed to develop pupils' understanding in this area as they move through the school.</li> <li>• Some children are not well prepared for Year 1. Leaders need to ensure that staff in early years consistently expect children to behave well. The curriculum for early years needs to be sufficiently ambitious to enable more children to achieve well.</li> </ul>	
King Edward Primary	3	<ul style="list-style-type: none"> <li>• A period of staffing turbulence over recent years has hampered leaders' ability to focus on improving the quality of education. Some staff lack the knowledge they need to teach all subjects well. Leaders should provide training and support for them so that they are all confident about teaching across the curriculum.</li> <li>• The teaching of some subjects, such as music and modern foreign languages, is not planned well enough. Leaders need to ensure that, in all subjects, sequences of lessons build up pupils' knowledge and skills over time so that pupils achieve well.</li> <li>• The teaching of reading has improved but is not good enough. Some pupils, including weaker readers, do not have the correct books to read and so do not have the opportunity to practise the sounds they know. Leaders should ensure that reading books are precisely matched to each pupil's reading ability so that pupils develop confidence and fluency in reading.</li> <li>• Some pupils with SEND find their work too difficult. They are not helped to learn as well as they should. Leaders need to adjust the curriculum for these pupils and ensure that these pupils get the support they need to achieve their best.</li> </ul>	<p>Allocation of an experienced Education Improvement Adviser for 3 days each term providing support and challenge to:</p> <ul style="list-style-type: none"> <li>• develop curriculum progression with a particular focus on foundation subjects</li> <li>• improve the quality of reading provision</li> </ul> <p>Access to:</p> <p>EIS targeted support workshops focused on developing:</p> <ul style="list-style-type: none"> <li>• school's approach to reading in KS2</li> <li>• effectiveness of school self-evaluation</li> </ul> <p>EIS Subject Leader Development Package to ensure that subject leaders are well equipped to lead their subject with a clear focus on intent, implementation and impact.</p>

William Gladstone	3	<ul style="list-style-type: none"> <li>• The school is improving but does not yet provide a good quality of education in all subjects. Many of the subject leaders who are new to post still need help from senior leaders to develop long-term plans for learning. The plans need to identify the most important knowledge, including vocabulary, that pupils should learn in each subject and each year group, including the early years. Teachers must use these plans to ensure that sequences of lessons are structured so that pupils learn and remember more.</li> <li>• Leaders need to ensure that all children can read fluently. Leaders must ensure that phonics is taught consistently well throughout the school, especially in key stage 1. Teachers need to make sure that phonics lessons help all pupils to secure new learning quickly. Leaders must ensure that the school has enough reading books at the right level for all pupils.</li> <li>• Leaders have planned the mathematics curriculum so that pupils build their knowledge and skills systematically. Leaders now need to ensure that all teachers help pupils to remember important mathematical knowledge, including tables facts and number bonds.</li> <li>• Leaders' expectations and plans for teaching writing provide teachers with support for ensuring lessons build towards age-appropriate writing standards. The guidance is in its preliminary stages of use and needs to be established across the school so that pupils in all key stages achieve well.</li> <li>• Leaders keep careful checks on attendance and are taking effective action to improve this area. There are some pupils who do not attend regularly. Improving attendance and reducing persistent absence remain priorities.</li> </ul>	School is a part of SNMAT and they are providing the school improvement support.
Samworth Church Academy	3	<ul style="list-style-type: none"> <li>• The curriculum is not planned carefully enough to consider what pupils should learn across all subjects and year groups. Leaders need to develop an ambitious curriculum planned across subjects, and in each individual subject for years 8 to 13. Plans should reflect a coherent and rigorously planned sequence of learning, so that pupils know more and can do more over time.</li> <li>• Teachers' expectations are not consistently high enough. Leaders need to ensure that teachers challenge all pupils to deepen their learning through a well-planned and implemented curriculum.</li> <li>• Too many pupils are frequently absent. Leaders need to continue to work with parents and carers to make sure that all pupils attend regularly, especially those pupils who are persistently absent.</li> </ul>	As an academy we have not been involved in providing the school improvement support.

		<ul style="list-style-type: none"> <li>• Not all subject leaders are clear about their roles, especially in relation to their responsibilities of curriculum development. Senior leaders need to ensure that subject leaders are fully supported to develop ambitious curriculum plans. They also need to be supported in monitoring the implementation of the planning to ensure all pupils achieve well.</li> <li>• Leaders have not developed a strong culture of reading across the school. Too many pupils do not value reading for enjoyment and as a way to support their learning. Leaders need to ensure that pupils are better supported to develop their reading skills.</li> </ul>	
--	--	--	--

## Appendix 3

District	School type	School	Previous overall effectiveness	Current overall effectiveness	Date	Change from last inspection
<b>PRIMARY</b>						
Ashfield	Community	Edgewood Primary and Nursery	2	2	10.3.20	→
Ashfield	Academy	Kirkby Woodhouse Primary and Nursery	2	2	29.1.20	→
Bassetlaw	VA school	Gamston CofE Primary	2	2	21.1.20	→
Broxtowe	Community	John Clifford Primary School	2	2	11.2.20	→
Broxtowe	VC school	Trowell CofE Primary	3	2	12.2.20	↑
Gedling	Community	Arnold Mill Primary	1	2	4.3.20	↓
Gedling	VA school	Linby-cum-Papplewick CofE (V/A) Primary	2	3	11.2.20	↓
Gedling	Community	Priory Junior	2	2	14.1.20	→
Mansfield	Community	Berry Hill Primary and Nursery	3	2	21.1.20	↑
Rushcliffe	Academy	St Edmund Campion A Catholic Voluntary Academy	2	3	28.1.20	↓
<b>SECONDARY</b>						
Broxtowe	Academy Converter	Hall Park Academy (Eastwood)	2	4	18.12.19	↓
<b>SPECIAL</b>						
Bassetlaw	Community special school	St Giles	2	2	3.3.20	→





School	Ofsted Judgement	What does the school need to do to improve? (Information for the school and appropriate authority)	Actions by LA
Linby-cum-Papplewick CofE (VA) Primary School (Gedling)	3	<ul style="list-style-type: none"> <li>• Leaders have made a start in setting out what pupils will learn in each subject. Teachers assess what pupils have learned at the end of each topic of work. They have a system of 'simmering' to help pupils remember what they have learned. However, for some subjects, the plans do not set out exactly the content that pupils must learn and when. This means that pupils may not be revisiting the most important knowledge. Leaders must complete the curriculum planning so that the important knowledge that pupils must learn and remember in all subjects is sequentially set out.</li> <li>• Some aspects of leadership are not yet fully effective. Some subject leaders have only recently begun to review the curriculum and embark on the monitoring of their areas of responsibility. Some aspects of the management of paperwork for pupils with SEND are not as detailed as they should be. Leaders at all levels should receive the necessary training and support so that they fulfil their leadership roles fully.</li> <li>• Typically, teachers present new subject matter clearly. However, there are inconsistencies in the ways that teachers implement the curriculum. Sometimes, resources are not reliably well used, or teachers do not promote opportunities to explore pupils' ideas and check their understanding. Leaders should ensure that teachers' explanations, use of resources and use of assessment are consistently effective.</li> </ul>	<ul style="list-style-type: none"> <li>• An experienced Education Improvement Adviser has worked with the school prior to and following the Ofsted inspection.</li> <li>• The school has already accessed and continues to be invited to bespoke training packages provided by the Education Improvement Service. This includes support with subject leadership and reading workshops (scheduled for the autumn term) along with previously delivered support for school improvement planning and school self-evaluation.</li> </ul>
St Edmund Campion Cath Vol Academy (Rushcliffe)	3	<ul style="list-style-type: none"> <li>• The school's procedures for reporting and recording safeguarding concerns are not consistent or robust. Those accountable for safeguarding have not checked carefully that the school's procedures are effective. Sometimes, pupils' records are incomplete. Some incidents are not recorded using the school's online system. The actions following incidents are not always recorded carefully. Leaders must</li> </ul>	<ul style="list-style-type: none"> <li>• St Edmund Campion Catholic Voluntary Primary Academy is part of Our Lady of Lourdes Catholic Multi-Academy Trust and they will be</li> </ul>

		rapidly ensure that the school's procedures for reporting and recording concerns are up to date, used consistently by all staff.	arranging appropriate support. The LA SCIEO has offered advice in terms of practice and guidance.
Hall Park Academy (Broxtowe)	4	<ul style="list-style-type: none"> <li>• Leaders and governors have not monitored the arrangements for all pupils in alternative provision well enough. For some pupils, these arrangements have not been effective. Leaders and governors should ensure that, when pupils attend alternative provision, leaders continue to check their attendance, progress and well-being regularly. They should liaise with the local authority to ensure that any pupils who currently do not have a placement are adequately provided for.</li> <li>• Leaders have removed some pupils from the school's roll without a clear rationale to do so. Such decisions have not been in pupils' best interests and have not been communicated clearly to parents. Leaders and governors should review the arrangements for taking pupils off the school's roll and ensure that they communicate such decisions clearly to parents and pupils.</li> <li>• The curriculum in modern foreign languages and English is not as well planned or ambitious as in other subjects. Pupils do not achieve as well in modern foreign languages as they do in other subjects. They do not access a wide range of literature in English. Leaders should ensure that all subjects are planned so that pupils increase their knowledge and understanding consistently well.</li> <li>• The school's curriculum is not yet sufficiently coherently planned and sequenced in a few subjects. However, it is clear from the actions that leaders have already taken to plan next year's curriculum and train staff in how to deliver it that they are in the process of bringing this about. For this reason, the transition arrangements have been applied in this case.</li> </ul>	Hall Park Academy is part of the Redhill Academy Trust and the trust will be arranging appropriate support. Support and advice is available to the school and trust through the SEMH team within the LA.

**2<sup>nd</sup> November 2020****Agenda Item: 6****REPORT OF THE CORPORATE DIRECTOR, CHILDREN AND FAMILIES  
SERVICES AND CORPORATE DIRECTOR, ADULT SOCIAL CARE AND  
HEALTH****ATTENDANCE AT THE NATIONAL CHILDREN AND ADULT SERVICES  
CONFERENCE: NOVEMBER 2020****Purpose of the Report**

1. The purpose of the report is to seek approval for the Chairman and the two Vice-Chairmen of the Children and Young People's Committee and the Chairman and the two Vice-Chairmen of the Adult Social Care and Public Health Committee to attend the National Children and Adult Services Conference (NCASC) which is being held virtually this year from 4<sup>th</sup> to 6<sup>th</sup> November 2020 and for the outcomes to be reported to the Children and Young People's Committee and the Adult Social Care and Public Health Committee in due course.

**Information**

2. Members are asked to approve costs relating to the virtual attendance of relevant Members at this event. The conference is organised by the Association of Directors of Children's Services (ADCS), the Association of Directors of Social Services (ADASS), and the Local Government Association (LGA). This well-established conference is widely regarded as an important event for elected members and senior managers in local authorities with responsibility for the provision of effective services for children, young people and adults who need care and support.
3. This event is well-attended by councillors, directors, senior officers, directors of public health, policy makers and service managers from across the statutory, voluntary and private sector. There will be a mix of keynote and ministerial addresses as well as significant plenary sessions by key players in the adult, children and education sectors.
4. Confirmed speakers so far include Vicky Ford, Parliamentary Under Secretary of State for Children and Families, and Helen Whately, Minister of State for Care.
5. The conference profiles best practice across the country, enabling the Council to ensure that it is taking account of the most effective and innovative way of delivering children's services and adult social care services in Nottinghamshire.

## **Other Options Considered**

6. The alternative option is to not attend this year's conference, but since this is the main annual event that is focused on the best practice in children's services and adult social care now and in the future, virtual attendance of representatives from the Council is recommended as below.

## **Reason/s for Recommendation/s**

7. It is recommended that approval is given for attendance at the conference so that the County Council's representatives can consider issues that are vital to councillors, senior officers, policymakers and service managers with responsibilities for children's services and adult social care in the statutory, voluntary and private sector.
8. This conference covers the remit of more than one of the Council's committees. As there was insufficient time to provide a report to the Adult Social Care and Public Health Committee, the Chairmen of both committees agreed to bring this joint report to the Children and Young People's Committee for approval, in accordance with the Council's Constitution.

## **Statutory and Policy Implications**

9. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance 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, smarter working, sustainability and the environment 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**

10. The cost of virtual attendance at the conference is £100 plus VAT per person.
11. The costs of attendance for the Chairmen and Vice-Chairmen of the Adult Social Care and Public Health Committee and the Children and Young People's Committee will be met from the Member Training Budget.

## **RECOMMENDATION/S**

That:

- 1) approval is given for the Chairman and two Vice-Chairmen of the Children and Young People's Committee and the Chairman and two Vice-Chairmen of the Adult Social Care and Public Health Committee to attend the National Children and Adult Services Conference, which will be held virtually, from 4<sup>th</sup> to 6<sup>th</sup> November 2020
- 2) a report on the key outcomes of the conference is brought back to the Children and Young People's Committee and the Adult Social Care and Public Health Committee in due course.

**Colin Pettigrew**  
**Corporate Director**  
**Children & Families Services**

**Melanie Brooks**  
**Corporate Director**  
**Adult Social Care and Health**

**For any enquiries about this report please contact:**

Philippa Milbourne  
Business Support Assistant  
T: 0115 9773570  
E: [philippa.milbourne@nottsc.gov.uk](mailto:philippa.milbourne@nottsc.gov.uk)

Jennie Kennington  
Senior Executive Officer  
T: 0115 9774141  
E: [jennie.kennington@nottsc.gov.uk](mailto:jennie.kennington@nottsc.gov.uk)

### **Constitutional Comments (SS 20/10/20)**

11. This joint report is appropriate to be considered by the Children and Young People's Committee and the proposed resolutions are within their remit.

### **Financial Comments (RWK 21/10/2020)**

12. The costs of attending the virtual conference, in the sum of £100 per person, will be met from the budget for Members Training for which a sum of £5,000 is included in the 2020/21 revenue budget.

### **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.

National Children and Adult Services Conference 2020  
<http://ncasc.info/>

### **Electoral Division(s) and Member(s) Affected**

All.

C1400



**2<sup>nd</sup> November 2020****Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND  
SKILLS****UPDATE ON NOTTINGHAMSHIRE'S STRATEGY FOR IMPROVING  
EDUCATIONAL OPPORTUNITIES FOR ALL****Purpose of the Report**

1. To present a six-monthly update on the impact of Nottinghamshire's Improving Educational Opportunities for All (IEOfA) Strategy.

**Information****Context**

2. Nottinghamshire County Council's IEOfA Strategy (2020) recognises the central role that education plays in breaking down the barriers to social mobility that too many young people face. Disadvantaged children and young people are less likely to achieve their academic potential, secure employment and gain a sense of future emotional and financial security. The IEOfA Strategy sets out Nottinghamshire County Council's long- term commitment to ensuring that the full range of services and partners work coherently with schools and other educational settings to maximise the impact of available resources in further improving the attainment and progress of vulnerable groups of learners.
3. The COVID 19 pandemic which led to the partial closure of schools from March to September 2020 has meant that this report will provide an update on the impact of IEOfA Strategy from October 2019 to March 2020.

**Update on impact of IEOfA Strategy (October 2019 - March 2020)**

4. Membership of IEOfA Performance Board, which meets termly for accountability purposes, has been changed in line with the new priorities. The Board now includes representatives from an FE college, a specialist College, secondary schools, special schools, primary schools and both universities.
5. Meeting the IEOfA Strategy's aspirational success criteria requires effective partnership working based on a shared moral purpose. Teams are working across the Council with

learning providers, alongside key services and partners and with children, young people and their families.

6. This report will provide an update in relation to the partnership work around:

- improving outcomes in the Early Years
- developing emotional health and wellbeing
- improving pathways into adulthood and employment.

### **Improving outcomes in the Early Years (EY)**

7. Nottinghamshire is committed to giving children the best possible start in life and wants to encourage all eligible families to take up their entitlement to a funded place for their 2 year-old. The Council's Early Childhood Services (ECS) identified a complicated application process as a barrier for parents and so put in place innovative arrangements to encourage take up. In July 2019, take up of these places was 75.7%.
8. Working in partnership with the Department for Work and Pensions (DWP) has meant that the Council is now provided with a list of eligible children seven times a year, sorted by postcode to ensure anonymity. ECS can then identify low take up areas and issue *Golden Tickets* to eligible parents. Early Years providers in these localities are notified and can target their offer accordingly. The *Golden Tickets* bypass the need for an application and means that children automatically get a funded place. By Spring 2020, take up had increased to 80%.
9. The Council's Public Health department offers a health and development review to all children aged between 2 & 2½ years old. It is at this point when gross and fine motor development is assessed, along with language development. Children requiring additional support to be school ready, or parents needing parenting or mental health support are also identified at this review. Public Health wants to increase the percentage of children in Nottinghamshire who receive this important review. Between July to September 2019, in Nottinghamshire, 84.7% of children received this review.
10. Healthy Family Teams (HFT) work hard to maximise uptake of the 2 to 2½ year development review and deliver care across four levels of need: universal, universal plus, universal partnership plus; and safeguarding depending on a family's needs. Universal families receive a letter outlining the aims of the review and are invited to make an appointment for the review at a time convenient to them. Families that do not get in touch with the service at this stage are instead issued an appointment for their review. Text reminders have recently been introduced to further enhance this. HFT closely track this process to ensure as many children as possible receive their health and development review by age 2½ years, sending further communication as required.
11. There is a comprehensive policy to assess any potential risks where parents choose not to attend health and development reviews. For families who are not assessed as universal, such as a family with additional or safeguarding needs, the service makes every conceivable effort to reach the parent including home visits and liaison with other professionals around the family. Nottinghamshire Safeguarding Children Partnership safeguarding procedures are always followed where required.



12. At the beginning of 2020, the uptake had increased to 86% which is above both regional and national averages (East Midlands average is 78.3% and England average is 78.5%)
13. At the end of Reception year in school, 4-5 year-old children are assessed as to whether they have achieved the expected level of development. Increasing the number of disadvantaged children who achieve the expected level of development in literacy is a priority in Nottinghamshire, as reading and writing are such important factors when predicting future life chances.
14. County Council teams are working in partnership with Early Years (EY) settings to make these improvements for all children, but particularly for children who are eligible for free school meals and looked after children.
15. The Council's Education Improvement Team (EIS) provides guidance and training on the most effective strategies to improve children's learning and outcomes. They promote the use of specific, evidence-based skills programmes to accelerate progress. 150 Early Years teachers attended the Autumn Term network which had a focus on improving speech, language, communication and reading. 24 EY teachers attended the Autumn Term EY Pupil Premium network which focused on improving disadvantaged boys' reading. Early Childhood Services have trained approximately 90 practitioners who work in 32 settings to become Communication Friendly Spaces and oversee over 200 Language Leads working with EY settings across the County.
16. Training is being offered to settings with Looked After Children (LAC) on becoming "relational based attachment aware" settings and new personal education planning documents are being produced for the new academic year with increased focus on improving outcomes. EY practitioners support Private, Voluntary and Independent settings with LAC attending where necessary.
17. In 2019, 51.1% of children eligible for free school meals gained expected levels in literacy. No statutory assessments took place in 2020 as a result of COVID 19.
18. Additional funding is available for children who have disabilities. This is called Disability Access Funding (DAF) and currently only 38.9% of those eligible take up this supplementary funding. Early Childhood Services have identified the barrier to take up is that funding is not well advertised, so parents are unaware. Also, some parents do not inform the EY providers that their child receives Disability Living Allowance and so the setting cannot encourage application.
19. 300 DAF postcards have been distributed in Autumn Term 2019 and 300 in Spring Term 2020 to parents through EY providers, DWP settings and job centres. Downloadable copies are now also available on the Council's website via Provider Portal.
20. Updated figures regarding take up of this additional funding will be available in the next report in November 2021.
21. It is important that EY children with Special Educational Needs and Disability (SEND) are accessing full-time school at statutory school age. The Early Years Schools and Families Specialist Service (EYSFSS) is ensuring that schools are supported and challenged to enable children with SEND to access their full educational entitlement. 96% of SEND

children who were known to EYSFSS were accessing full-time education at statutory school age in November 2019.

22. EYSFSS now ensures that data is collected half termly to track the access that children have to their educational entitlement. This necessitates a report on what action plans are in place to remedy non full-time access to entitlement. EYSFSS works very closely with schools to ensure that they are anticipatory of admissions in line with their duties under the Equality Act 2010. EYSFSS has also developed transparent transition protocols for the team and for schools to ensure that a pro-active and systematic approach to supporting schools to be ready is adopted. There is a particular focus on transition to Foundation 2, in recognition of the importance of this transition in contributing to a successful school placement. The EYSFSS is working in partnership with the Fair Access team to ensure consistency in adhering to Council policies on part-time timetables and educational access. An analysis is currently being undertaken of the children who are not accessing their entitlement to ascertain if there is any commonality in needs or any particular challenges facing schools.

### **Developing children and young people's emotional health and wellbeing so they develop independence, self-esteem and the desire to learn**

23. The Educational Psychology Service (EPS) is working in partnership with the Virtual School (VS) and have delivered intensive training to schools on 'Becoming Relational Schools: Attachment Aware and Trauma Informed.' The training is followed by a year of group supervision. The aim of the project is to develop staff knowledge and understanding and explore how schools can become psychologically and emotionally 'safe' spaces for children to enable them to develop and achieve.
24. In September 2019, there were 16 schools who had received this training. By March 2020, this had increased to 35 schools. The list of schools can be found in **Appendix 1**.
25. The EPS also delivers a five-day training course and subsequent supervision sessions to school teaching assistants so that they become Emotional Literacy Support Assistants (ELSAs). The ELSA project enables schools to support the positive mental health of their pupils by training ELSAs to deliver bespoke programmes of 1:1 emotional literacy support at school, typically lasting 6-12 weeks. The ELSA project is nationally recognised and there is an ever-increasing body of research to support ELSA work in schools. ELSA builds on the concept of emotional literacy/emotional intelligence as a key protective factor for positive mental health and resilience. ELSA research shows gains in staff confidence to support children experiencing mental health and wellbeing difficulties, as well as positive outcomes for children following individual work with ELSAs at school.
26. In October 2019 there were 194 ELSAs, which increased in March 2020 to 249 trained ELSAs working across the County, within mainstream primary, secondary and special schools. The ELSAs are spread across all districts, with slightly more in Mansfield, Ashfield and Rushcliffe currently.
27. The Council and Notts Healthcare (NHS) were successful in securing national funding to become a Trailblazer site for Mental Health Support Teams (MHST) in the Gedling and Rushcliffe areas. The project has been fully operational from December 2019. A list of schools who can access the service is attached in **Appendix 2**. A further bid for schools in

Ashfield and Mansfield has been successful and work will start in September 2020. The purpose of this team is to improve the mental health and wellbeing of pupils in education. The team offers pupils with mild-moderate mental health needs support via low intensity Cognitive Behaviour Therapy informed interventions. Schools refer in for this free support.

28. Public Health has commissioned resilience programmes to build emotional health and wellbeing for children and young people attending Nottinghamshire primary and secondary schools.
29. Emotional mental health and wellbeing in childhood matters because 75% of mental health problems develop before the age of 18 years, and at ages 11 to 25 years those with mental health and conduct disorders are twice as likely to leave school without qualifications.
30. A whole school approach to resilience building in Nottinghamshire primary and secondary schools was undertaken, as there is evidence that resilience building directly impacts on learning and achievement.
31. Public Health Nottinghamshire has commissioned an independent evaluation of the Resilience Building Programmes to Build Emotional Health and Wellbeing for children and young people attending Nottinghamshire schools delivered by Each Amazing Breath CIC, 'Take 5 at School Programme' and Young Minds 'Academic Resilience Approach'. An interim report was produced in June 2019 and the final report is due in October 2020.
32. In September 2019, 30 schools had taken part in this work and in March 2020 this had increased to 60 schools. The list of schools that have taken part in the resilience building work can be found in **Appendix 3**.

### **Improving pathways into adulthood and employment**

33. The Council's teams are working in partnership with learning providers to increase the number of young people who leave education with better qualifications and skills, thus allowing them to find higher paid, more skilled jobs. Teaching employability skills in schools and colleges to match the needs of local businesses and so support the ambitions of young people is crucial.
34. Teams have been finding new ways of working at locality level to inform further developments in Nottinghamshire. Colleagues from Education and Economic Development led on the Ashfield and Mansfield Skills and Employability Summit which was held in November 2019. This attracted over 100 attendees from businesses, schools, colleges and training providers. They came together to share an ambitious, aspirational vision and forge new working relationships and partnerships. Some of the challenges and potential solutions to improving young people's educational outcomes and opportunities were discussed, as well as the need for young people to be work ready. Over 60 pledges of support were received and "green shoots" of new working partnerships are becoming evident.
35. The Council works in partnership with both universities in Nottingham. Both have strong links with employers of all sizes and provide outreach to schools. In 2018/19, the University of Nottingham worked actively with 20 of the 43 targeted Nottinghamshire primary schools. All secondary schools were offered outreach activity and between 30 and 35 took up this offer. In 2018/19, Nottingham Trent University provided outreach to 15 primary schools, 31

secondary schools, one special school and two post 16 institutions. 36% of the outreach participants from the most disadvantaged areas in Nottinghamshire progressed to university by the age of 19, compared to 15% of school pupils from these neighbourhoods.

36. A Council officer sits on the Governance Board of the Derbyshire and Nottinghamshire Collaborative Outreach Programme (DANCOP). This is part of the Uni Connect Programme (formerly NCOP), funded by the Office for Students (OfS) to work with learners from specific target wards to support learners to make informed decisions about progression to higher education (HE) through providing impartial advice, guidance and support. The work of the programme focuses on learners in year 9 upwards from target wards as identified by the OfS as areas where progression to HE is low, given GCSE attainment. DANCOP has 63 target wards, including 17 in Nottinghamshire. DANCOP has worked hard to build and sustain relationships with target schools and FE colleges since 2017 and can evidence engagement in all but one secondary academy, although this academy did book onto an event in March 2020.

### **Other Options Considered**

37. No other options have been considered.

### **Reason/s for Recommendation/s**

38. To provide the Committee with an update on the impact of Nottinghamshire's Improving Educational Opportunities for All Strategy.

### **Statutory and Policy Implications**

39. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment 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**

40. There are no financial implications arising from this report.

### **RECOMMENDATION/S**

That:

- 1) Members consider whether there are any actions they require in relation to the issues contained within the report.
- 2) Members agree to receive an update report in the next 12 months, rather than six months due to the current pandemic, and that this be included in the work programme.

**Marion Clay**

## **Service Director, Education, Learning and Skills**

**For any enquiries about this report please contact:**

Koni Rakhit  
Education Improvement Adviser  
T: 07921 942443  
E: [koni.rakhit@nottsgov.uk](mailto:koni.rakhit@nottsgov.uk)

### **Constitutional Comments (LW 01/10/20)**

41. Children & Young People's Committee is the appropriate body to consider the content of the report.

### **Financial Comments (SAS 02/10/20)**

42. 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.

[A Strategy for Improving Educational Opportunities for All – report to Policy Committee on 15th January 2020](#)

### **Electoral Division(s) and Member(s) Affected**

All.

C1391



**Schools involved in the Attachment Aware and Trauma Informed project****Ashfield**

Broomhill Junior School  
Holly Hill Primary and Nursery School

**Broxtowe**

Lawrence View Primary and Nursery School  
The Lanes Primary School

**Gedling**

Carlton Academy  
Derrymount Special  
Killisick Junior School  
Pinewood Infant and Nursery School  
Richard Bonington Primary and Nursery School  
The Carlton Infant Academy  
Wood's Foundation CofE Primary School

**Mansfield**

Crescent Primary School  
Farmilo Primary School and Nursery  
Intake Farm Primary School  
John T Rice Infant and Nursery School  
Newlands Junior School  
Northfield Primary and Nursery School  
The Brunts Academy  
Wainwright Primary Academy

**Newark**

Bishop Alexander LEAD Academy  
Chuter Ede Primary School  
Holy Trinity Catholic Voluntary Academy  
John Hunt Primary School  
Lowe's Wong Anglican Methodist Junior School  
Mount C of E Primary and Nursery School  
Orchard Special  
St Peter's Crosskeys C of E Academy

**Rushcliffe**

Ash Lea School  
Cotgrave Candleby Lane School  
Lady Bay Primary School  
Langar C of E Primary School  
Orston Primary School  
St Peter's C of E Junior School, Ruddington  
West Bridgford Infant School





**Schools in Gedling and Rushcliffe able to access Mental Health Support Teams (MHST)****Gedling**

Derrymount Special School  
 The Carlton Academy  
 Carlton Central Infant & Nursery  
 Carlton Juniors  
 Haddon Primary and Nursery  
 Porchester Junior  
 Standhill Infant  
 Westdale Infant  
 Westdale Junior  
 Carlton Le Willows Academy  
 Burton Joyce Primary  
 Netherfield Primary  
 Parkdale Primary  
 Colwick St John the Baptist Church of England Primary  
 Willow Farm Primary  
 Christ the King Catholic Voluntary Academy

**Rushcliffe**

Ash Lea Special School  
 South Nottinghamshire Academy  
 Cotgrave Candleby Lane Primary  
 Cotgrave Church of England Primary  
 Radcliffe-on-Trent Infant and Nursery  
 Radcliffe-on-Trent Junior  
 Toot Hill Secondary School  
 All Saints Anglican/Methodist Primary  
 Archbishop Cranmer Church of England Academy  
 Carnarvon Primary  
 Cropwell Bishop Primary  
 Flintham Primary  
 St Peter's Church of England Academy  
 Gunthorpe Church of England Primary  
 Langar Church of England Primary  
 Orston Primary  
 Robert Miles Infant  
 Robert Miles Junior  
 The West Bridgford Academy  
 Greythorn Academy  
 Heymann Primary  
 Jesse Gray Primary  
 West Bridgford Infant



**Resilience Building Work in Nottinghamshire Schools****Young Minds “Academic Resilience Approach”**Broxtowe

Albany Junior Primary  
 Alderman White  
 Awsworth Primary School  
 Beeston Rylands Junior School  
 Bramcote College  
 Fairfield Primary School  
 John Clifford Primary School  
 Lawrence View  
 Springbank Primary  
 Sunnyside Spencer Academy  
 Trent Vale Infant and Nursery School  
 Wadsworth Primary

Gedling

Arnbrook Primary  
 Arnold View Primary School  
 Carlton Central Junior  
 Carlton Infant  
 Derry mount Special School  
 Killisick Primary  
 Linby-cum-Papplewick CE Primary School  
 Parkdale Primary School  
 Richard Bonnington Primary & Nursery  
 Robert Mellors Primary  
 Sir John Sherbrooke

Rushcliffe

Candleby Lane  
 East Leake Academy  
 Gotham Primary School  
 Greythorne  
 Heymann Primary

**Each Amazing Breath CIC “Take 5 at school” (some work funded by other sources)**Ashfield

Beardall Fields Primary & Nursery  
 Butlers Hill Infant & Nursery  
 Holgate Primary & Nursery  
 Leen Mills Primary  
 Abbey Hill Primary & Nursery  
 Morven Park Primary & Nursery

Kirkby College  
Greenwood Primary & Nursery  
Orchard Primary & Nursery  
Healdswood Infant & Nursery

Bassetlaw

Carr Hill Primary & Nursery  
Everton Primary  
Hallcroft Infant & Nursery  
Mattersey Primary  
Ranby C of E Primary  
Beckingham Primary  
Bracken Lane Primary & Nursery  
Clarborough Primary  
Leverton CofE Academy  
Misterton Primary & Nursery  
Rampton Primary  
St Peters C of E Primary  
St Swithun's C of E (Aided) Primary & Nursery  
Thrumpton Primary  
Walkeringham Primary  
Misson Primary  
Gateford Park Primary  
Haggonfields Primary & Nursery  
Kingston Park Academy  
Langold Dyscarr Community School  
Sparken Hill Academy  
St Anne's C of E (Aided) Primary  
St Augustine's (3 – 11 community school)  
St Lukes C of E Primary  
Worksop Priory C of E Primary Academy  
Prospect Hill Infant & Nursery  
Prospect Hill Junior  
Redlands Primary  
Sir Edmund Hillary Primary & Nursery  
Dunham C of E Primary  
East Markham Primary  
Gamston C of E Primary

Gedling

Ernehale Infant  
Ernehale Junior  
Willow Farm Primary

Mansfield

Sutton Road Primary & Nursery  
Bramble Academy  
Asquith Primary  
Birklands Primary Academy  
Church Vale School & Foundation Unit  
Cuckney C of E Primary  
Eastlands Junior

Hetts Lane Infant & Nursery  
Netherfield Infant & Nursery  
Sherwood Junior  
Meden High School  
St Philip Neri with St Bede's RC Voluntary Academy  
Newlands Junior Flying High Academy

Newark

Walesby C of E Primary  
Winthorpe Primary  
William Gladstone C of E Primary  
Bishop Alexander LEAD Academy  
Lovers Lane Primary & Nursery  
Blidworth Oaks Primary  
Mount C of E Primary & Nursery  
Lake View Primary & Nursery  
Muskham Primary  
Tuxford Primary Academy  
Holy Trinity Catholic Primary & Nursery



**2<sup>nd</sup> November 2020****Agenda Item: 8****REPORT OF THE CORPORATE DIRECTOR, CHILDREN AND FAMILIES****PROGRESS ON THE IMPROVING THE EFFECTIVENESS AND EFFICIENCY  
OF THE CHILDREN'S SERVICES PLAN****Purpose of the Report**

1. To provide an update on progress against the Improving the Effectiveness & Efficiency of the Children's Services Plan originally presented to Committee on 16<sup>th</sup> September 2019.
2. To consider whether there are any further actions Committee requires in relation to the information contained in the report.

**Information**

3. On 16<sup>th</sup> September 2019 the Children and Young People's Committee received a report entitled '2019/2020 Children and Families Budget Update'. This report provided a comprehensive assessment of the challenges facing the departmental budget, the factors behind the volatility of spending on children's services and the actions proposed in mitigation. Committee agreed to receive an update every three months. Due to the cancellation of Committee meetings due to COVID-19 this is the first report available to the Committee since December 2019.
4. An update on the departmental budget position is presented quarterly to the Committee within the report entitled 'Children and Young People Core Data Set'. As the information is available to Committee through that source the analysis is not repeated within this report.
5. An updated version of the 'Effectiveness and Efficiency Plan' is attached as **Appendix 1**.

**Progress Against the Plan**

6. Whilst a small number of elements within the plan have been delayed by the pandemic generally progress has been good in most areas with the completion of some identified programmes of work, including the commencement in October 2020 of services funded through a Social Impact Bond and with additional funding through the Lottery's Life Chances Fund.
7. Due to the financial impact of the pandemic unfortunately the previously identified funding for additional capacity to support the development of a renewed financial culture within the

department which was a recommendation of an audit report in 2019 is no longer available. Whilst the associated elements of the plan are marked as “at risk” it is still hoped that alternative methods of delivering these outcomes can still be identified and timescales will not be overly affected.

### **Other Options Considered**

8. No other options have been considered.

### **Reason/s for Recommendation/s**

9. These recommendations provide the range of measures being taken by the Children and Families department via the Improving the Effectiveness and Efficiency of the Children’s Services Plan, to address the financial and service challenges currently being faced.

### **Statutory and Policy Implications**

10. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment 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. The ‘Effectiveness and Efficiency Plan’ aims to address the financial challenges that the Children and Families department is facing due to increased demand.

### **RECOMMENDATION/S**

- 1) That the Committee considers whether there are any further actions required in relation to the information contained in the report on progress against the Improving the Effectiveness and Efficiency of the Children’s Services Plan.

**Colin Pettigrew**  
**Corporate Director, Children and Families**

**For any enquiries about this report please contact:**

Laurence Jones  
Service Director, Commissioning and Resources  
T: 0115 9773042  
E: [laurence.jones@nottsgov.uk](mailto:laurence.jones@nottsgov.uk)

**Constitutional Comments (LW 08/10/20)**



12. Children & Young People's Committee is the appropriate body to consider the content of the report.

**Financial Comments (SAS 16/10/20)**

13. 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.

[2019-2020 Children and Families budget update – report to Children and Young People's Committee on 16th September 2019](#)

[Progress on the Effectiveness and Efficiency of the Children's Services Plan – report to Children and Young People's Committee on 16th December 2019](#)

**Electoral Division(s) and Member(s) Affected**

All.

C1399



## Improving the Effectiveness and Efficiency of Children's Services Plan

The overarching objective of this improvement plan is to ensure that the Children and Families Department is taking the necessary steps to provide safe, effective, efficient and cost-effective services to vulnerable children, young people and their families in Nottinghamshire, with enabling support and challenge from the Chief Executives, Adult Social Care and Health and Place Departments.

The plan should be read in conjunction with the existing highlight reporting against the Department's major change programmes: Remodelling Care and Remodelling Practice. These programmes detail the specific benefits to be delivered in respect of financial savings/cost avoidance and efficiency.

### 1. Effective delivery of change programmes, accelerating pace where possible, and improving ability to track benefits realisation

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	
1.1	<p>Increased number of internal fostering placements available</p> <ul style="list-style-type: none"> <li>Ongoing prioritised support of marketing and communications colleagues with comprehensive campaign through to July 2020</li> <li>Corporate and partnership approach to improve offer to foster carers (leisure facilities, council tax discount, parking etc).</li> </ul>	<p>Colin Pettigrew</p> <p>Marje Toward</p> <p>Anthony May/ Adrian Smith</p>	<p>Steve Edwards</p> <p>Luke Barrett/ Catherine Kelly</p> <p>Derek Higton/ Pete Mathieson/ Chris Ward/ Andy Dawson</p>	<p>Safe, caring and loving placements for children.</p> <p>Higher percentage of foster placements are made internally</p> <p>Any unnecessary expenditure is avoided</p> <p>A net 50 additional internal foster placements</p>	<p>Rolling marketing campaign to July 2020</p> <p>Revised offer for foster carers by April 2020</p>	<p>Savings target achieved</p> <p>A net increase of 50 fostering placements by March 2021</p> <p>Increase in fostering enquiries of 20%</p> <p>Increase in conversion from enquiry to approved foster carer of 10%</p>	<p>The recent recruitment campaign has been successful and there are 45 new foster carers scheduled to go before panel between Sept-Dec 20. Progress has been slowed as assessments in the home have not been able to take place due to COVID19.</p> <p>Targets for increased fostering enquiries of and conversion from enquiry to approval are being met. However, as of July 2020 the net number of foster care placements is minus seven, due to the delays in new approvals (as above) and a higher than anticipated retirement of carers, again in part related to COVID19. A net gain in foster carers of 19 is anticipated by March 2021 against the target of 50.</p> <p>Data on foster carers has significantly improved and work is in train to ensure that this area continues to develop.</p>	Progress compromised by COVID 19.
1.2	<p>Increase in internal residential children's home capacity</p> <ul style="list-style-type: none"> <li>Additional 4 bed residential home opened.</li> <li>Consideration when remodelling wider NCC estate and in planning applications for housing developments to increase children's home capacity/ accommodation for care leavers</li> </ul>	<p>Colin Pettigrew/ Adrian Smith</p>	<p>Devon Allen/ Neil Gamble</p>	<p>Timely mobilisation of new residential home. Four new NCC residential placements available avoiding the need for more costly external residential placements and resulting in good outcomes for the children.</p>	<p>Timeframe is largely dependent on the operating model agreed by Members, but is estimated at between June and September 2020.</p>	<p>Four additional residential placements for Nottinghamshire in a NCC owned home by May 2020.</p>	<p>Further extensions to the placement capacity within the block contract have been successfully negotiated with our trusted providers (see 1.3 below), and approval has been obtained via Policy Committee to increase the Council's internally managed residential estate.</p> <p>Feasibility work commenced but has largely been paused due to COVID19. The specifics of this work, which will recommence ASAP, are:</p> <ul style="list-style-type: none"> <li>identify the first pair of 2-bed homes on the open market;</li> <li>secure 2 x 2 bed homes as part of the wider development of the Top Wighay site; and</li> <li>considering options for the replacement for the existing Oakhurst residential home</li> </ul>	Progress compromised by COVID 19.

## Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	
1.3	Increase the number of "block contract" residential placements with external providers. The total number of new homes under this arrangement will be four.	Colin Pettigrew	Jon Hawketts	Contracts which provide a better cost per placement (as long as occupancy is maintained) and therefore help reduce placement costs.	First two homes by September 2019	Savings target achieved  New homes operational and fully occupied by February 2020.	The first 4 in-county homes for the exclusive use of Nottinghamshire children-in-care are now fully operational. All are fully occupied (11 placements in total). Two further homes are en-route to becoming exclusively for Nottinghamshire (timeframes dictated by the care plans for CYP in the care of other local authorities who are currently placed at these homes).  An additional home has been sourced by the provider to become a specialist unit to accommodate a Nottinghamshire child in care who is deaf and presents with a range of special needs. The provider is presently seeking planning and regulatory approval for this bespoke facility	Complete.
1.4	Establish a D2N2 Commissioning Framework for residential and Independent Fostering Agencies.	Colin Pettigrew	Jon Hawketts	To use economies of scale to reduce the cost of placements. To develop the market across the D2N2 footprint to increase diversity, availability and quality. This will also reduce costs per placement overall. Further development of block arrangements may also reduce unit costs.	February 2020	New D2N2 Framework in place	This framework is now live with contract management arrangements agreed.	Complete
1.5	Develop enhanced models of semi-independent accommodation for the most complex care leavers in smaller units.	Colin Pettigrew	Jon Hawketts	The most complex care leavers often fail to make a successful transition from residential care to supported accommodation. By providing smaller units an earlier successful transition could be made which is better for the young person as they reach adulthood and is also significantly cheaper than residential care. It also frees places in residential care for those who need it the most.	Some already operational; others planned to be so by 2020/21	14 new units in place by April 2020  Reduced instances and level of evictions  Improved outcomes for individual young people (as evidenced via Outcome Star scores)  Unit cost reduction (average for 16/17 yo placements taking into account inflation etc.)	1 smaller 5-bed 24 hour staffed setting has been developed and is operational.  A site has been identified for Core plus service and ongoing discussions with Strategic Business Partner and current provider regarding its development  Approval sought to commission spot placements via the DPPS to meet the needs of the most vulnerable care leavers aged 18+. Guidance note developed.  Teenage parent service is now staffed 24/7 (6 bed unit),  Plans for recommissioning for 2022 are being progressed and a market position statement has been produced.	Ongoing programme of work

## Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	
1.6	Delivery of the Social Impact Bond Model (jointly with Nottingham and Derby City Councils).	Colin Pettigrew	Jon Hawketts	To reduce the number of young people in high cost residential placements and therefore reduce the pressure on the placements budget. To make use of up to £3m of Big Lottery (LCF) funding.	SIB to be operational by Feb 2020 (revised)	SIB to become operational, receiving referrals and delivering positive outcomes for individual CYP and delivering budget savings  Positive change in placement mix / reduction in high cost placements	The SIB and related services have now commenced.	COMPLETE
1.7	To ensure that the corporate Digital Development Programme supports delivery of the Children and Families Department's "Digital Development Plan"	Adrian Smith / Colin Pettigrew	Katharine Smith Tracy Hill Sue Milburn Jon Hawketts	Using technology to achieve simple and immediate access and better support for service users  More efficient access to relevant information between organisations within the children's partnership (e.g. social care and CAMHS).  Care leavers better able to access information about local offer.	An 18 month delivery plan will be developed for the period September 2020 to March 2022.	Delivery of the Children and Families Department's "Digital Development Plan"	A Digital Development Plan for the department. The plan was presented as a part of the department's annual update to Improvement and Change Committee in January 2020 and will be implemented and review regularly over the next few years.  Significant progress has been made on the use of digital and technological approaches as a result of necessity during COVID19 to the extent that a review of the Plan will take place in autumn 2021 will take place to extend our ambitions. This will include: <ul style="list-style-type: none"> <li>How technology can be used to enhance communication with children, families and partner agencies</li> <li>Integration of care planning and sharing key information across agencies</li> <li>Supporting, motivating and monitoring service user progress through technology</li> <li>Using technology to maintain accurate records whilst reducing bureaucracy</li> </ul>	Ongoing programme of work
1.8	Ensuring there is sufficient/prioritised capacity to develop the BI reports required to meet Ofsted requirements (including workforce reporting), baseline and track benefits of change programmes, and facilitate management decision-	Nigel Stevenson	Rob Disney	Reduction in manual tasks undertaken within frontline services thus freeing up management and business support capacity.  Better data on which to inform decision making.	End of September 2019 for Ofsted reporting  Further development by June 2020	A suite of appropriate reports and dashboards available including forecasts of future need.	BI reporting continues to be developed in line with priorities agreed by the departments Digital Development Board and takes into account the available capacity in the team. Whilst there is a list of work waiting to be completed this is not having any immediate operational impact. COVID19 has led to the diversion of some resources.	Ongoing programme of work

## Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	
	making and need / pressure forecasting.			<p>Better data upon which to inform benefits monitoring of projects</p> <p>Fulfil Ofsted requirement.</p> <p>Ability to track impact of project initiatives on recruitment and retention of staff.</p> <p>Better decision making on use of agency staff.</p>				
1.9	<p>Additional project management capacity/financial resource for capacity within the department to be established to deliver the following change projects:</p> <ul style="list-style-type: none"> <li>Establishing whole family safeguarding teams between children's and adults;</li> <li>Making the front door delivery model sustainable within the context of increasing demand;</li> <li>Taking a joint commissioning approach with health for children with complex needs;</li> <li>Delivering a five year SEND transformation strategy</li> <li>and</li> <li>Developing a coherent approach to supporting children living in</li> </ul>	Nigel Stevenson /Colin Pettigrew	Sue Milburn/ Lucy Peel / Marion Clay	<p>More timely delivery of a range of projects intended to:</p> <ul style="list-style-type: none"> <li>improve practice and through this children's outcomes;</li> <li>release capacity within frontline teams; and</li> <li>make more efficient use of resources and avoid cost where possible.</li> </ul> <p>SEND budgets are managed so that large budget deficits do not appear in the Dedicated Schools Grant.</p>	<p>To be determined once projects initiated. Next step for progressing family safeguarding is joint CFS and ASCH leadership team meeting on 17 September.</p> <p>SEND strategy – initial phases are being delivered following Higher Level Needs budget review. This is being developed into a formal 5 year strategy for implementation from spring 2020.</p>	<ul style="list-style-type: none"> <li>Establishing whole family safeguarding teams between children's and adults;</li> <li>Making the front door delivery model sustainable within the context of increasing demand;</li> <li>Taking a joint commissioning approach with health for children with complex needs;</li> <li>Delivering a five year SEND transformation strategy</li> <li>and</li> <li>Developing a coherent approach to supporting children living in kinship arrangements.</li> </ul>	<p>Over recent months much of this programme of work has stalled due to the prioritisation of COVID19 and the need to divert resources to the emergency response. These projects are being considered within the context of the Recovery and Transformation work happening corporately and some may form part of "cross cutting" corporate approaches to change.</p> <p>Joint commissioning work with health will be particularly important as an area of future work given the number of very high costs placements where the young people have significant mental health problems and the significant decrease in the contribution made by Continuing Care in recent years.</p> <p>The resource for capacity to deliver change projects will need to be considered as a priority as part of the establishment of the revised model for transformation and change within the Council. Currently there is no resource in place to deliver the whole family safeguarding project and project management resource for the fostering project has been diverted due to COVID 19.</p>	Progress compromised by COVID 19.



## Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	
	<p>kinship arrangements.</p> <p>Anticipated additional capacity requirements: 2 project managers, 3 programme officers within programmes and projects, plus funding for 2 project manager posts to be hosted within the department, graduate trainee.</p>							
1.10	Ensuring that sold services are achieving full cost recovery in all instances	Colin Pettigrew	Laurence Jones	Accurately calculating full costs and having charges which reflect these	1 April 2021	<ul style="list-style-type: none"> <li>full cost calculated</li> <li>income achieved</li> </ul>	<p>An initial review of all sold services has been conducted within the department during and recommendations established to:</p> <ul style="list-style-type: none"> <li>maximise income</li> <li>identify services where services are running at a loss and where recovery is unlikely and change is required</li> <li>identify services that are generating surpluses but below the level anticipated where the business model may require review</li> </ul> <p>This will include looking at the short and long term impacts of COVID19.</p>	Ongoing programme of work
1.11	Pilot the Safer Families for Children model to reduce the increases in children entering care	Colin Pettigrew	Steve Edwards	Reduction against the forecast for children entering care	Pilot until March 2022	<ul style="list-style-type: none"> <li>Metrics to be agreed</li> </ul>	Awarded and pilot identified to take place in Ashfield	NEW – Just commenced
1.12	Conduct a review of the departmental process for joint funding decisions with health in respect of Continuing Care for children.	Colin Pettigrew	Laurence Jones	Increased health contributions where relevant and appropriate	March 2021	<ul style="list-style-type: none"> <li>Greater consensus and satisfaction in respect of CCfC funding outcomes</li> </ul>	This review has been completed and new processes have been put into place.	Complete

## Improving the Effectiveness and Efficiency of Children's Services Plan

### 2. Creating the conditions for good practice to flourish

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
2.1	Taking a corporate approach to parking at all sites to ensure social workers have prioritised access to parking.	Adrian Smith	Derek Higton	Better efficiency of social work time. Improved staff morale.	To be determined.	Improved staff satisfaction ratings as measured through feedback via annual health check and through Practice Forum	The increase in home working due to COVID19 and a reflection on the longer-term implications of this will need be reflected in future plans.	Withdrawn
2.2	Ensuring that the smartphones for social workers function as smartphones at the earliest possible opportunity and no later than the current planning go live date of October 2019.	Nigel Stevenson	Nigel Harlow	Social workers better able to work efficiently. Would mean that Apps that have been commissioned (Mind of My Own, Guardian 24) can be used on work phones. Reduction in risk of IG breaches. Improved staff morale.	All social workers to have smartphones by October 2019	All relevant staff having functioning smartphones  Improved staff morale as measured through feedback via annual health check and through Practice Forum	250 devices were upgraded to an interim smartphone solution prior to Oct 2019 as planned. During December 2019 all of the devices were upgraded to the fully managed solution to bring them into line with NCC security policies'.	Complete
2.3	Introduction of Guardian 24 on smartphones to improve personal safety for workers during visits in the community	Nigel Stevenson / Marje Toward	John Nilan	Improved staff morale. Reduction in cost (current solution more expensive).	April 2020	All relevant staff have access to Guardian 24.  Improvement in percentage of staff feeling safe as measured through annual health check (baseline through health check of 79%).	This work has been re-launched and roll out of the application will begin imminently	Delayed due to COVID19
2.4	Introduce a clear values-based framework within which to work and support in managing the challenges of complex case work (rollout of reflective group supervision).	Colin Pettigrew	Lucy Peel	Improve case progress and successful outcomes therefore over time reducing the number of cases requiring a social worker. Increase job satisfaction and therefore social worker retention. This then reduces the need for	Rollout across District Child Protection Teams and the Children's Disability Service by September 2019.  Further roll outs to follow.	Social work caseloads are within the set manageable number  Reduced drift and delay (average duration of child in need and child protection cases)  Improved staff retention during 2020-21	Implementation of the practice model has been delayed due to COVID 19 however work has now recommenced on the following areas of project activity: <ul style="list-style-type: none"> <li>Strengths-based training for managers</li> <li>Virtual group reflective supervision</li> <li>Virtual development day planned for October</li> <li>Virtual group reflective supervision for team managers</li> <li>Work initiated on use of strengths-based language</li> </ul>	Ongoing programme of work



## Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
				expensive agency workers.		Continued reduction in use of agency staff during 2020-21		
2.5	Provide support recognising the emotional toll of the work that social workers do (piloting Schwartz Rounds, access to counselling support and a health and wellbeing hub).	Colin Pettigrew	Lucy Peel	Reduce stress related absence and therefore for the need for expensive agency worker cover. Improve social worker recruitment and retention through the offer to social workers.	Pilot commences June 2019. Full rollout out January 2020 pending evaluation.	Improved staff retention Improved staff wellbeing as measured through health check Reduction in stress related absence	Schwartz Rounds were paused due to COVID 19 however virtual sessions have now started to take place, initially focusing on newly qualified social workers and the looked after team.	Ongoing programme of work
2.6	Good continuing professional development and career progression opportunities through a refreshed CPD offer for experienced social workers and new team managers, and developing additional advanced practitioner roles.	Colin Pettigrew / Marje Toward	Lucy Peel / Helen Richardson	Improved social worker recruitment and retention through the offer to social workers.	Detailed action plan being developed.	Improved staff retention during 2020-21  Quality of practice as assessed through the Quality Management Framework	A revised workforce plan for Children and Families is being developed which will incorporate strengths-based practice and integrate the requirements of the knowledge and skill statements (KSS) for practitioners and supervisors. Dedicated information about the training offer linked to each KSS has been developed and will be promoted to staff. CPD delivery has been revised in light of social distancing with the training plan currently being reviewed.  The creation of advanced practitioner posts was approved by CYP Committee in June 2020 and an implementation plan is being developed.	Ongoing programme of work
2.7	<b>NEW ACTION</b>  Develop a better and more consistent the understanding of outcomes from different placement settings through extension of the use of outcome stars	Colin Pettigrew	Laurence Jones	Increased understanding of the outcomes from different placements and providers	April 2021	Introduction of outcome start to providers  Annual reporting to inform commissioning and sufficiency		Not yet commenced

## Improving the Effectiveness and Efficiency of Children's Services Plan

### 3. Improving departments longer term efficiency and effectiveness

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
3.1	A review of the financial culture across the department is undertaken including: <ul style="list-style-type: none"> <li>A "stock take" against the recommendations identified by Newton in 2018</li> <li>A development programme for all budget holders to improve confidence and consistency in financial matters</li> </ul>	Colin Pettigrew	Laurence Jones	Consistent attention to the potential financial consequences of decisions so that there can be planned for.	<ul style="list-style-type: none"> <li>Newton stock take by June 2020</li> <li>Development programme roll out from September 2020</li> </ul>	<p>Reduced levels of budget variance</p> <p>Contingency plans are in place where adverse financial conditions are predicted</p> <p>Budgets are managed in line with guidance and financial regulations</p>	<p>A stock take against Newton's recommendations has been undertaken as part of the new review process by Newton. These are feeding into new transformation plans.</p> <p>Funding that had been identified for a new Strategic Planning manager post will and this post is no longer available. Alternative ways of delivering the proposed programme of work are under discussion.</p>	At risk
3.2	To develop a revised vision and mission for the department for the period up until 2023 supported by key plans or strategies to support areas of financial risk including: <ul style="list-style-type: none"> <li>Placement sufficiency and commissioning</li> <li>Social care delivery and demand management</li> <li>Workforce sufficiency</li> </ul>	Colin Pettigrew	Laurence Jones	Improved long term, planning around areas that influence financial risk	<ul style="list-style-type: none"> <li>Departmental Vision and mission by June 2020</li> <li>Revised supporting "strategies" by November 2020</li> </ul>	<p>Vision and strategies in place and communicated appropriately across the department</p>	A draft of a revised departmental vision is currently being consulted on. This will drive future departmental change and service development work and will align with wider Council transformation.	In progress but delayed by COVID19
3.3	To implement a rolling "challenge process" for all Group Managers in relation to budget management. This will be strengths based and will adopt an appreciative enquiry approach.	Colin Pettigrew	Laurence Jones	Improved attention and accountability for budget issues and support in identifying improvement actions	Every 6-months from July 2020	<p>Meeting schedule and methodology in place</p> <p>Improvement plans being implemented at group level</p>	Funding that had been identified for a new Strategic Planning manager post will and this post is no longer available. Alternative ways of delivering the proposed programme of work are under discussion.	At risk
3.4	To review the medium-term capacity required to drive a more financially aware performance and transformation culture across the department.	Colin Pettigrew	Laurence Jones	Cultural change so finance becomes an embedded element of all change and performance management	Capacity in place by August 2020	Capacity identified and in place with a time-limited programme of work	Funding that had been identified for a new Strategic Planning manager post will and this post is no longer available. Alternative ways of delivering the proposed programme of work are under discussion.	At risk

## Improving the Effectiveness and Efficiency of Children's Services Plan

	Improvement Action	CLT Accountable Officer	Lead Officer	What we hope to achieve	Timeframe	Success Measure	Progress	Status
3.5	To continue to identify key financial data, unit costs and benchmarking for both externally commissioned services (through the Commissioning and Contracts Board) and for those services provided by the Council itself.	Colin Pettigrew	Laurence Jones	An understanding of how departmental spend and performance are linked and if greater efficiency or better outcomes can be achieved.	September 2020	Framework in place that can identify areas for challenge in relation to spend vs performance	Work to analyse average costs, cost trends and remedial action is being undertaken at a regional level through the ADCS group, chaired by a Nottinghamshire Service Director.	Work underway
3.6	<b>NEW ACTION</b>  For a dashboard to be developed that shows occupancy in our internal residential homes and block contract beds	Colin Pettigrew	Laurence Jones / Rob Disney	To ensure occupancy is maximised whenever possible and appropriate.	January 2021	Dashboard in place  Regular review by senior managers		Not yet commenced
3.7	<b>NEW ACTION</b>  Develop a "shadow budget" for our internal residential homes that allows for reports that offer a comparison against commercial providers	Colin Pettigrew	Laurence Jones	Develop a better understanding of unit costs in our internal homes and a price comparison with provision in the external sector	March 2021	Basis of calculations agreed  Quarterly report in place		Not yet commenced
3.8	<b>NEW ACTION</b>  Produce a revised placement sufficiency strategy with close alignment to regional work and market development	Colin Pettigrew	Laurence Jones	Improve future planning of the market	March 2021	Sufficiency strategy produced and presented to Committee		Not yet commenced



**2<sup>nd</sup> November 2020****Agenda Item: 9****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES****JOINT COMMISSIONING TO ADDRESS SPEECH, LANGUAGE AND  
COMMUNICATION NEEDS****Purpose of the Report**

1. To seek approval to jointly commission speech and language interventions for pre-school children with Nottinghamshire Clinical Commissioning Groups from 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022.
2. To seek approval to work with Clinical Commissioning Groups to explore and progress longer term joint commissioning arrangements for Speech and Language Services from 1<sup>st</sup> April 2022.

**Information****Addressing Speech, Language and Communication Needs for children under the age of 5**

3. The early years are a critical time for all children to develop strong cognitive, social and emotional foundations. Early language acquisition impacts on all aspects of young children's development. It contributes to their ability to manage emotions and communicate feelings, to establish and maintain relationships, to think symbolically, and to learn to read and write. Speech, language and communication is both an essential building block for a range of cognitive and social and emotional skills, and predictive of a range of later-life issues.
4. Children's vocabulary skills are linked to their economic backgrounds. Children living in areas of socio-economic disadvantage are at much higher risk, with around 50% of children starting school with delayed language or other speech, language and communication needs. By 3 years of age, there is a 30 million-word gap between children from the wealthiest and poorest families. One study shows that the vocabulary gap is evident in toddlers and by 18 months, children in different socio-economic groups display dramatic differences in their vocabularies. By 2 years, the disparity in vocabulary development has grown significantly. Tackling this gap in early language acquisition is complex and requires a system-wide approach<sup>1</sup>.

---

<sup>1</sup> Children's Commissioner (June 2019) 'We Need to Talk - Access to speech and language therapy'  
<https://www.childrenscommissioner.gov.uk/wp-content/uploads/2019/06/cco-we-need-to-talk-june->

5. Most children develop typically, including those who grow up in disadvantage. There is, however, strong evidence to suggest that the achievement gap is underpinned by income-related gaps in children's language and communication skills, which are already detectable during the second year of life. Early intervention has an important role to play in supporting children who are showing early signs of atypical development<sup>2</sup>.
6. Difficulties in early language development can lead to:
  - educational disadvantage resulting in reduced school readiness and poor academic achievement
  - emotional and behavioural difficulties such as increased risk of Attention Deficit Hyperactivity Disorder (ADHD) and anxiety disorders in adolescence
  - risky behaviours, for example more than 70% of young people in the youth offenders system have a communication disability
  - involvement in offending - 50% of the UK prison population have language difficulties, compared to 17% of the general population
  - economic disadvantage - 12% average lower earnings among those with inadequate literacy skills, who are also twice as likely to be unemployed at age 34
  - emotional disadvantage - a threefold increased risk of mental health problems in adulthood.
7. Home learning is one of the biggest influences on early years outcomes. The home learning environment refers to the physical characteristics of the home, but also the quality of learning support received from parents and carers. The early communication environment in the home provides the strongest influence on language development at 2, even more so than social background. This includes things like the number of books available, being read to by a parent, being engaged in a range of activities and the number of toys. Home learning packages which improve communication and early language are therefore a commissioning priority in Nottinghamshire.
8. Home Talk is a nationally recognised local evidence-based targeted home visiting programme licenced to Nottinghamshire Healthcare NHS Foundation Trust (NHCFT). The programme works to support children who have moderate to severe expressive language delay at 2-2½ years of age but who have no comprehension or social interaction difficulties. The programme is delivered by trained Home Talk workers who are managed by a Speech and Language Therapist. The programme has been provided in Nottinghamshire for seven years as part of the Children's Centre Service Contract.

### **Commissioning Speech, Language and Communication Needs work**

9. When the Children's Centre Service was brought under the management of the Council on 1<sup>st</sup> June 2020, the speech and language elements of the service were re-specified and recommissioned rather than brought in-house. A short-term contract was issued to NHCFT for delivery of the Home Talk programme from 1<sup>st</sup> June 2020 to 31<sup>st</sup> March 2021. This was granted as a direct award whilst further arrangements were being made to have one lead

---

2019.pdf

<sup>2</sup> Local Government Association (2019) 'Healthy Beginnings: Giving our children the best start in life'  
<https://www.local.gov.uk/healthy-beginnings-giving-our-children-best-start-life>

service provider for all speech and language interventions, including therapy from 1<sup>st</sup> April 2021.

10. Workers involved in the Home Talk programme are now part of the Specialist Speech and Language Service within NHCFT under one management structure. The criteria for Home Talk entry complement that of specialist Speech and Language Therapy (SLT) and targeted services such as 'Little Talkers' groups delivered by the Children's Centre Service. The programme is made up of between three and six visits, depending on the need identified on the first few visits. Children identified as in need of Specialist SLT early in the programme are referred on immediately. Most children will receive six visits and then a three-month review. Families are either discharged after the three-month review or referred on to other services such as Specialist SLT if required.
11. The current arrangements have enabled the creation of one single pathway for children and young people with speech, language and communication needs. The pathway is being developed by a multi-agency group including commissioners and providers. The draft section of the pathway which focuses on pre-school children is included in **Appendix 1**.

### **Current Commissioning Arrangements**

12. The commissioning of the Home Talk programme is the responsibility of Early Childhood Services who performance manage the programme with Public Health commissioners. The Council currently commissions the NHCFT Early Intervention Speech and Language Team to deliver the Home Talk programme and early years networks across Nottinghamshire County. The contract is due to expire in March 2021.
13. Providing a short-term contract for the Early Intervention Speech and Language Team allowed time to engage Clinical Commissioning Group (CCG) commissioners to work towards commissioning an integrated service that can identify and address speech language and communication needs.
14. The NHCFT Specialist Speech and Language Therapy Service is commissioned by NHS Nottingham and Nottinghamshire CCG, and covers Nottingham City and Nottinghamshire County, excluding Bassetlaw. This team sits within the Community Children and Young People's Service which also incorporates children's community nursing, occupational therapy, physiotherapy and training teams. Public Health commissioners in the Children's Integrated Commissioning Hub work with the CCG to manage the contract and service development.
15. Doncaster and Bassetlaw CCGs commission Specialist Speech and Language Therapy Services from Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust. This service provides specialist speech and language therapy assessments and interventions for children and young people up to the age of 19 living in Bassetlaw.

### **Proposed Commissioning Arrangements**

16. The Council wishes to continue the Home Talk programme service provision beyond 31<sup>st</sup> March 2021 and needs a mechanism to do this.



17. The Council and CCGs have a desire for closer working on their Speech and Language services. It is therefore proposed for the Council service requirement to be incorporated into the CCG contract from 1<sup>st</sup> April 2021 for a 12-month pilot (which will coincide with all service requirements for Specialist Speech and Language Therapy (“SLT”) ending at the same time).
18. This proposal is considered compliant from a legal and procurement perspective because:
  - a) the CCGs contract is multi-million (£9m) so to vary this to include a 12-month pilot is not considered to be a “material variation” which would trigger a procurement law risk.
  - b) the CCG confirms that the scope of the CCG’s contract will permit such a variation and the CCG is happy to implement the same and manage this service element.
  - c) a CCG is permitted to perform a local authority responsibility under s76 of the NHS Act 2006 where the LA is “satisfied that the payment the CCG is likely to secure a more effective use of public funds than the equivalent amount if the LA provided the service...”. The Council’s commissioning team considers this criteria is satisfied for this arrangement. The Council and CCG will agree a legal contract which reflects s76 and asks the CCG to “procure and manage” the service the Council have been providing/procuring to 31<sup>st</sup> March 2021. This will capture the transfer of the Council budget for the services and any management/performance monitoring responsibilities.
  - d) practically the CCG and Council teams work closely together through the Children’s Integrated Commissioning Hub so the Council will still have visibility of the Home Talk service provision.
19. As Bassetlaw CCG commissions their own Specialist Speech and Language Therapy Service, additional work is required to engage the commissioner and provider of the service to help to ensure that children also receive a seamless pathway involving early help and specialist speech and language service provision. The current NHCFT Early Intervention Speech and Language Therapy Service already works alongside the Specialist Speech and Language Therapy Service in Bassetlaw and refers children appropriately; this will continue as part of the integrated service.
20. The Council will ensure that the NHCFT Early Intervention Speech and Language Service continues to provide specified services in Bassetlaw, working closely with the Children’s Centre Service and Healthy Family Teams, whilst continuing referral arrangements with Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust.

### **Other Options Considered**

21. The Council has the option to end the current contract for Home Talk and instead to procure from the open market an evidence-based home learning programme to deliver speech, language and communication needs work. However, following national guidance and local need, commissioners and providers agree that one integrated service will better meet the needs of children and young people.



## **Reason for Recommendations**

22. By establishing one speech and language service, the creation of one single pathway for children aged 2-19 years is achievable. Establishing one single pathway is a key recommendation from Public Health England, the Children's Commissioner and the Royal College of Speech and Language Therapists. Likewise, joint commissioning of SLCN work is also a key recommendation of these national bodies and guidance. The Early Intervention Foundation asks local areas to strive to ensure that "Joint commissioning for early years, including speech language and communication needs, is extensive and routine", with investment to early childhood intervention<sup>3</sup>.

## **Statutory and Policy Implications**

23. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

## **Data Protection and Information Governance**

24. The Council has an information sharing agreement in place with Nottinghamshire Healthcare NHS Trust which allows the sharing of child and family level data. A Data Protection Impact Assessment has also been completed to enable the transfer of appropriate data and records between the NHS and the Council. This will include performance data as well as child level data sharing with the Children's Centre Service.

## **Financial Implications**

25. The current contract value for the Home Talk programme 2020/21 is £500,000 per annum; the Council will continue to provide £500,000 for the extension of this work as part of the CCG contract until 31<sup>st</sup> March 2022. £500,000 was realigned from the Children's Centre Service budget to commission this work which is now reported on separately.
26. Plans for specialist speech and language therapy services, enabling improved value for money by aligning budgets and ultimately establishing an integrated pathway for children with SLCN. This proposal also allows additional time for the Council to work with CCGs to specify the service, consider national and local evidence and guidance, as well an assessment of local needs through consultation, analysis of local data and needs assessments.

## **Human Resources Implications**

27. There are no Human Resources Implications arising from this report.

---

<sup>3</sup> <https://www.eif.org.uk/resource/eif-maturity-matrix-speech-language-communication-early-years>

## **Safeguarding of Children and Adults at Risk Implications**

28. Commissioning one service and one pathway should result in improved services for children, young people and families and the earlier identification of safeguarding risks.

## **Implications for Service Users**

29. Children and families will experience an improved package of support to help identify and address speech, language and communication needs for children from the age of 2. There will be one pathway, one single point of access and seamless transition between early intervention and specialist services.

## **RECOMMENDATIONS**

That:

- 1) the proposal to jointly commission speech, language and communication needs interventions for pre-school children with Clinical Commissioning Groups from 1<sup>st</sup> April 2021 until 31<sup>st</sup> March 2022 is approved.
- 2) the proposal to explore and progress longer term joint commissioning arrangements for Speech and Language Services with Clinical Commissioning Groups from 1<sup>st</sup> April 2022 is approved.

**Laurence Jones**  
**Service Director, Commissioning and Resources**

**For any enquiries about this report please contact:**

Irene Kakoullis  
Group Manager Early Childhood Services  
T: 0115 977 4431  
E: [Irene.kakoullis@nottsccl.gov.uk](mailto:Irene.kakoullis@nottsccl.gov.uk)

Kerrie Adams  
Senior Public Health Commissioning Manager  
T: 0115 977 2198  
E: [kerrie.adams@nottsccl.gov.uk](mailto:kerrie.adams@nottsccl.gov.uk)

## **Constitutional Comments (AK 18/09/2020)**

30. The report falls within the remit of Children and Young People's Committee by virtue of its terms of reference.

## **Financial Comments (SS 18/09/2020)**

31. The current contract value for the Home Talk programme 2020/21 is £500,000 per annum which is funded from the Children's Centre gross budget of £9.4m (£6.4m net of the Public

Health grant contribution). The Council will continue to provide £500,000 for the extension of this work as part of the CCG contract until 31<sup>st</sup> March 2022 from the same budget.

### **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 Centre Service Proposals – report to Children and Young People's Committee on 13th January 2020](#)

Speech, Language and Communication Needs Commissioning Data Protection Impact Assessment 2020

Provision of Interventions to address Speech Language and Communication Needs for preschool children Service Specification 1.6.20 – 31.3.21

### **Electoral Divisions and Members Affected**

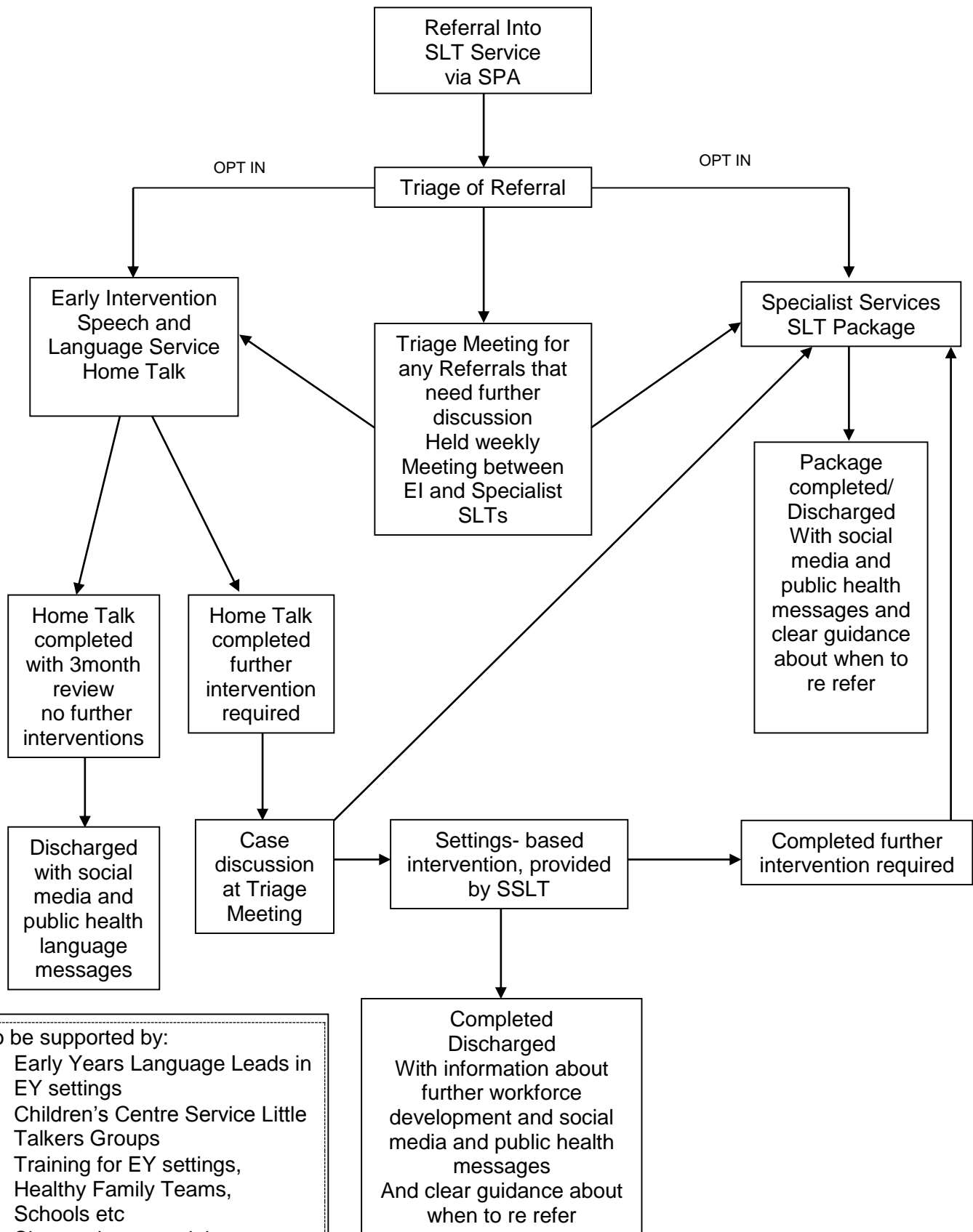
All.

C1395



## Appendix 1

### Draft Speech, Language and Communication Needs Pathway for 2 year olds



#### To be supported by:

- Early Years Language Leads in EY settings
- Children's Centre Service Little Talkers Groups
- Training for EY settings, Healthy Family Teams, Schools etc
- Signposting to social media/digital resources and Public Health language messages



**2<sup>nd</sup> November 2020****Agenda Item: 10****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL  
WORK****CHANGES TO THE STAFFING ESTABLISHMENT IN THE YOUTH JUSTICE  
SERVICE****Purpose of the Report**

1. To seek approval to disestablish 1 FTE Area Intervention Worker (Band B) post, disestablish 0.2 FTE Youth Justice Service Officer (YJSO) post (Grade 5) and establish 1 FTE Advanced Practitioner (Band C) post in the Youth Justice Service Outreach and Interventions Team from 1<sup>st</sup> December 2020.

**Information**

2. Youth Justice Services (YJS) in Nottinghamshire are made up of three multi-agency Locality Teams and a countywide Outreach and Interventions Team. The aims of the YJS are to:
  - reduce the number of young people entering the criminal justice system
  - reduce the frequency and rate of re-offending by children and young people who are already within the youth justice system
  - keep the numbers of young people experiencing custody - either on remand or as a sentence of the court - to a minimum.
3. Since the introduction of the new structure in 2017, which was approved by the Committee on 19<sup>th</sup> September 2016, there has been a change in the operational delivery model within the YJS which has seen practitioners within the Outreach and Interventions Team (OIT) undertake assessments directly with children referred for prevention services. This change of model has been delivered in response to two main factors, namely: a need to broaden the skill base across the YJS workforce to ensure fluctuations in demand for assessments can be met; and the need to develop a more separate and stronger identity for prevention services, focussing on relationships, needs and strengths. Since the above changes were introduced, YJS have seen an increase in prevention referrals which are expected to be sustained.
4. Coupled with this change in delivery has been the need to upskill workers within the OIT to enable them to independently undertake assessment and case work with children referred

for prevention and early intervention, from the point of referral through to closure. To date, case supervision and oversight to OIT workers has been provided by Advanced Practitioners based in other YJS teams.

5. In addition to the above, the OIT Manager oversees delivery of a number of other functions including youth outreach work, Junior Attendance Centre provision and the recently introduced Youth Work Mentor provision. Unlike within the other YJS Teams and despite being the largest YJS team, there is no Advanced Practitioner post established. The absence of such a post has shown to be significant in limiting the management resources available to effectively supervise all workers and co-ordinate the full range of activities.
6. The 2017 restructure of the Youth Justice Service (YJS) saw the establishment of three Area Intervention Worker posts in the countywide Outreach and Interventions Team (OIT). This decision was based on the anticipated demand across the County for the co-ordination of intervention delivery and outreach work. One of these posts is currently vacant, with the decision taken not to immediately recruit to allow for an assessment of service demand once the above operational changes have taken effect. The proposal is to disestablish this post and establish an Advanced Practitioner post. YJS Management are confident that two area intervention workers would be able to meet the demand across the County with support from the proposed Advanced Practitioner.
7. Additionally, there is a proposal to disestablish 0.2 FTE YJSO post to enable the above post to be established without additional cost. There is currently a part time YJSO post vacant which will allow for the post to be disestablished with little disruption. YJS Management are again confident that this change will not lead to a negative impact on overall capacity.

### **Other Options Considered**

8. The service has trialled an alternative model, with supervision and oversight provided by Advanced Practitioners from other teams, however the fragmented nature of this has highlighted the need for more coherent oversight, delivered from within the team.

### **Reason/s for Recommendation/s**

9. The recommendation is made in order that the service can meet the needs of complex young people receiving prevention services through the Youth Justice Service in Nottinghamshire.

### **Statutory and Policy Implications**

10. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment 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. The disestablishment of the 1 FTE Area Intervention Worker (Band B) post, disestablishment of 0.2 FTE Youth Justice Service Officer post (Grade 5) and establishment of the 1 FTE Advanced Practitioner (Band C) post, with on-costs, has a minimum budget saving of £340 per annum which will be reabsorbed within the Youth Justice Service budget. In line with the Council's recruitment policy, the service would seek to recruit into the bottom of the band.

### **Human Resources Implications**

12. The post will be recruited to in accordance with the agreed Vacancy Control Process and recruitment and selection policies.

### **RECOMMENDATION/S**

- 1) That Committee approves the following changes to the staffing establishment in the Youth Justice Service Outreach and Interventions Team from 1<sup>st</sup> December 2020:
- disestablishment of 1 FTE Area Intervention Worker (Band B) post
  - disestablishment of 0.2 FTE Youth Justice Service Officer (Grade 5) post
  - establishment of 1 FTE Youth Justice Advanced Practitioner (Band C) post.

**Steve Edwards**

**Service Director, Youth, Families and Social Work**

**For any enquiries about this report please contact:**

John Evans

Service Manager, Youth Justice Service

T: 07709 400 752

E: [john.evans@nottsc.gov.uk](mailto:john.evans@nottsc.gov.uk)

### **Constitutional Comments (KK 30/09/20)**

13. The proposals in this report are within the remit of the Children and Young People's Committee.

### **Financial Comments (SAS 07/10/20)**

14. The disestablishment of 1 FTE Area Intervention Worker (Band B) post, disestablishment of 0.2 FTE Youth Justice Service Officer post (Grade 5) and establishment of 1 FTE Advanced Practitioner (Band C) post, with on-costs, has a minimum budget saving of £340 per annum. This will be contained within the Youth Justice Service net budget of £827,624.

### **HR Comments (BC 15/10/20)**

15. The staffing implications are contained within the body of the report. There are no redundancies arising from this report as the posts are currently vacant. The new post will be recruited to in line with the Council's vacancy control and recruitment procedures.

### **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.

[Changes to the staffing establishment in the Early Help and Youth Justice Services – report to Children and Young People's Committee on 19th September 2016](#)

### **Electoral Division(s) and Member(s) Affected**

All.

C1394

**2<sup>nd</sup> November 2020****Agenda Item: 11****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL  
WORK****CHANGES TO THE STAFFING ESTABLISHMENT IN THE SERVICE  
IMPROVEMENT GROUP****Purpose of the Report**

1. The purpose of this report is to seek approval to disestablish a 1 FTE temporary Public Health and Commissioning Manager (Hay Band D) post and to establish the following temporary (one year fixed term) posts within the Service Improvement Group:
  - 1 FTE Project Manager (Hay Band D - subject to job evaluation)
  - 1 FTE Programme Officer (Hay Band B – subject to job evaluation)
  - 1 FTE Social Work Practice Consultant - Workforce Development (Hay Band C).

**Information****Support for Improvement Activity**

2. The Service Improvement Group within Children and Families leads on the implementation of activity to improve the quality of social work practice in Nottinghamshire, enabling improved outcomes, financial efficiencies and supporting the response to areas for improvement identified by the regulator, Ofsted. Implementation of the Department's strengths-based practice model is a key priority for the group, coupled with implementing a range of initiatives to improve the recruitment and retention of experienced child protection social workers.
3. It has been identified that additional staffing capacity is required in order to facilitate the required improvements. Currently, the Group contains 1 FTE Public Health and Commissioning Manager (Hay Band D) post which was transferred across from Public Health in April 2020. The responsibility of this postholder was to manage the You Know Your Mind project aimed at improving the mental health outcomes for looked after and care experienced young people. This project activity has now moved into business as usual within the looked after and leaving care service, and the focus of the role has shifted primarily to reviewing the department's approach to kinship care (children being looked after by friends or extended family members), which was a key area for improvement

identified by Ofsted, and is an area of significant national policy focus. It is proposed that this post is disestablished and 1 FTE Project Manager (Hay Band D – subject to job evaluation) post is established, recognising the change in responsibilities.

4. The kinship project is currently being supported by a graduate management trainee who is allocated to the project until December 2020. It is recognised that there is a significant amount of project activity that will extend beyond this timeframe, and as such it is recommended that 1 FTE Programme Officer (Hay Band B – subject to job evaluation) post is established to support this work on an ongoing basis.
5. Establishing these two project posts will provide additional capacity within the department to enable it to respond to changing improvement priorities as they emerge. The posts are proposed to be established on a temporary basis for an initial period of one year, recognising that the Council is embarking on a review of the organisational structure for supporting Transformation and Change, which will in time have implications for both the corporate and departmental structures in support of transformation, change and service improvement.

### **National Assessment and Accreditation of Social Workers**

6. Nottinghamshire is part of a national programme to develop the knowledge and skills of child and family practitioners (social workers) and supervisors (managers) so that they can become validated through the national assessment and accreditation of social workers (NAAS) programme. The programme involves the Local Authority endorsing the knowledge and skills of staff, who are then able to complete an assessment with the aim of becoming accredited. The Authority currently has 16 members of staff who have completed the assessment, with 23 people waiting for assessment centres to reopen; they were put on hold in April 2020 due to Covid 19.
7. The Authority received a grant of £280,000 to increase continuing professional development (CPD) opportunities for social workers and managers, and to embed the skills and competencies required by the NAAS within processes such as career progression, supervision and employee development and performance reviews (EPDRs). This resource has so far funded access to additional resources for social workers such as Community Care Inform, a bespoke set of online resources targeted at areas of practice the Authority has identified as areas of improvement.
8. It has now been determined that one additional FTE Social Work Practice Consultant (Hay Band C) post specialising in workforce development is required to align the current CPD offer for social workers and managers with the requirements of the NAAS and the development of the strengths-based practice model. It is anticipated that the postholder will work closely with the Children's Workforce Development Manager, the Principal Child and Family Social Worker and the Workforce and Organisational Development team to ensure that the offer and approach to CPD is aligned with the Council's People strategy. It is proposed that the post is established on a fixed term basis for one year.

### **Other Options Considered**

9. The alternative option is no change, however, this would result in insufficient capacity to drive forward the improvements required by Ofsted.

## **Reason/s for Recommendation/s**

10. Additional capacity is required to ensure improvements in practice are achieved through improvements in the recruitment and retention of social workers, and through focused project activity aimed at improving the consistency and quality of social work practice.

## **Statutory and Policy Implications**

11. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance 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, smarter working, sustainability and the environment 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**

12. The total cost of these posts in a full year is £161,857 plus £3,600 one-off set-up costs. £103,859 will be met from the Divisional Improvements budget and £61,598 from DfE NAAS Grant monies specifically for this purpose.

## **Human Resources Implications**

13. Recruitment to the proposed posts will be subject to the Council's usual enabling and recruitment processes.

## **RECOMMENDATION/S**

That the Committee:

- 1) approves the disestablishment of 1 FTE temporary Public Health and Commissioning Manager (Hay Band D) post
- 2) approves the temporary establishment (one year fixed term) of the following posts within the Service Improvement Group:
  - 1 FTE Project Manager (Hay Band D - subject to job evaluation)
  - 1 FTE Programme Officer (Hay Band B – subject to job evaluation)
  - 1 FTE Social Work Practice Consultant - Workforce Development (Hay Band C).

**Steve Edwards**  
**Service Director, Youth, Families and Social Work**

**For any enquiries about this report please contact:**

Lucy Peel  
Group Manager, Service Improvement

T: 0115 9773139

E: [lucy.peel@nottsgov.uk](mailto:lucy.peel@nottsgov.uk)

### **Constitutional Comments (KK 16/10/20)**

14. The proposals in this report are within the remit of the Children and Young People's Committee.

### **Financial Comments (SAS 21/10/20)**

15. The total cost of these posts in a full year is £161,857 plus £3,600 one-off set-up costs. £103,859 will be met from the Service Improvements budget of £411,635 and £61,598 from DfE NAAS Grant monies.

### **HR Comments (BC 30/9/20)**

16. The staffing implications are contained within the body of the report. New posts that have been established will be subject to the agreed job evaluation and recruitment processes.

### **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.

None.

### **Electoral Division(s) and Member(s) Affected**

All.

C1398

2<sup>nd</sup> November 2020

Agenda Item: 12

**REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND  
SKILLS****LOCAL AUTHORITY GOVERNOR APPOINTMENTS TO SCHOOL  
GOVERNING BODIES DURING THE PERIOD 13 FEBRUARY TO 27  
SEPTEMBER 2020****Purpose of the Report**

1. To update the Committee on the appointment of Local Authority (LA) governors to school governing bodies for the period 13 February to 27 September 2020 in accordance with the requirements of the Constitution.

**Information**

2. Under the School Governance (Constitution) (England) Regulations 2012, as amended by the School Governance (Constitution and Federations) (England) Amendment Regulations 2014, governing bodies of maintained schools were required to reconstitute to a skills-based model of governance by September 2015, and are allowed one LA governor on the reconstituted governing body. For this model of governance, governing bodies may set eligibility criteria for, and appoint, the Local Authority governor.
3. Under these Regulations the County Council is responsible for nominating individuals as prospective governors. Nominations are made by the County Council, in accordance with the eligibility criteria provided by the governing body. When nominating new governors or re-nominating existing governors, the County Council must consider the skills and experience the governing body needs in order to be effective.
4. Local Authority governors nominated by the County Council and appointed by school governing bodies during the period 13 February to 27 September 2020 are as follows:

<b>ASHFIELD</b>	
Jacksdale Primary School	Mrs Betty Dixon <b>Re-appointment to the category of LA Governor</b>
Leen Mills Primary school	Joanne Denyer <b>New appointment to the category of LA Governor</b>

Sutton Road Primary School	Mrs Rebecca Jackson <b>New appointment to the category of LA Governor</b>
Holgate Primary School	Mrs Rebecca Jackson <b>New appointment to the category of LA Governor</b>
Dalestorth Primary	Mr Robert Barsby <b>Re-appointment to the category of LA Governor</b>
Annesley Primary	Mr James Lawrence <b>New Appointment to the category of LA Governor</b>
<b>BASSETLAW</b>	
Haggonfields Primary	Councillor Sybil Fielding <b>Re-Appointment to the category of LA Governor</b>
Prospect Hill Infant and Nursery	Mrs Rebecca Yahia <b>New appointment to the category of LA Governor</b>
East Markham Primary	Mrs Josephine Bridge <b>New appointment to the category of LA governor</b>
<b>BROXTOWE</b>	
Springbank Primary	Mr Mark Bayliss <b>New appointment to the category of LA Governor</b>
Round Hill Primary	Mrs Hilary Craik <b>Re-Appointment to the category of LA Governor</b>
Brinsley Primary & Nursery	Mr Richard Chamberlain <b>New appointment to the category of LA Governor</b>
<b>GEDLING</b>	
Coppice Farm Primary	Miss Mica-May Smith <b>New Appointment to the category of LA Governor</b>
Woodthorpe Infant School	Miss Sarah Spencer <b>New Appointment to the category of LA Governor</b>
All Hallows C of E Primary	Mr Aamar Hussain <b>New Appointment to the category of LA Governor</b>
Lambley Primary	Mr Wayne Stephen Bright <b>New Appointment to the category of LA Governor</b>
Woodborough Wood's Foundation C/E V/A	Mrs Sharon Johnson <b>New Appointment to the category of LA Governor</b>



<b>MANSFIELD</b>	
Heatherley	Mr Robert Lyons <b>Re-Appointment to the category of LA Governor</b>
Leas Park Junior	Mr Ian Dentith <b>Re-Appointment to the category of LA Governor</b>
St Peter's CofE Primary Academy, Mansfield	Mrs Christine Bacon <b>Re-Appointment to the category of LA Governor</b>
<b>NEWARK</b>	
Ravenshead Primary	Mrs Sue Hunt <b>Re-Appointment to the category of LA Governor</b>
Kneesall CofE Primary	Ms Nicola Mills <b>New appointment to the category of LA Governor</b>
King Edwin Primary and Nursery	Mr Richard Empson <b>Re-appointment to the category of LA Governor</b>
The Mount C of E Primary School	Mr Richard Haig <b>Reappointment to the category of LA Governor</b>
<b>RUSHCLIFFE</b>	
Orston Primary	Mr Daniel Gooding <b>New appointment to the category of LA Governor</b>

### Other Options Considered

- No other options have been considered.

### Reasons for Recommendation/s

- The constitution requires the Corporate Directorate to report governor appointments to Committee on a quarterly basis.

### Statutory and Policy Implications

- This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

## **Data Protection and Information Governance**

8. The information contained within this report is already within the public domain and a privacy impact statement is therefore not needed.

## **RECOMMENDATION/S**

- 1) That the Committee receives further updates regarding future appointments on a quarterly basis in accordance with the Constitution.

**Marion Clay**

**Service Director, Education, Learning & Skills**

**For any enquiries about this report please contact:**

Sarah Sayer

Team Manager

T: 0115 9773231/07824 354973

E: [sarah.sayer@nottsc.gov.uk](mailto:sarah.sayer@nottsc.gov.uk)

## **Constitutional Comments (SS 30/09/20)**

9. It is appropriate for the Children and Young People's Committee to consider this report and request further updates quarterly.

## **Financial Comments (SAS 02/10/20)**

10. 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.

None.

## **Electoral Divisions and Members Affected**

### **Ashfield**

Selston

Hucknall North

Hucknall West

Sutton North

Kirkby South

Cllr David Martin

Cllr Ben Bradley

Cllr Kevin Rostance

Cllr Helen-Ann Smith

Cllr Rachel Madden

### **Bassetlaw**

Worksop West

Worksop North

Tuxford

Cllr Sybil Fielding

Cllr Alan Rhodes

Cllr John Ogle

**Broxtowe**

Eastwood  
Beeston Central and Rylands  
Greasley and Brinsley

Cllr Tony Harper  
Cllr Kate Foale  
Cllr John Handley

**Gedling**

Arnold North  
Arnold South  
Carlton West  
Calverton

Cllr Pauline Allan & Cllr Michael Payne  
Cllr John Clarke & Cllr Muriel Weisz  
Cllr Jim Creamer & Cllr Errol Henry  
Cllr Boyd Elliott

**Mansfield**

Mansfield East  
Mansfield North

Cllr Vaughan Hopewell & Cllr Martin Wright  
Cllr Joyce Bosnjak & Cllr Parry Tsimbiridis

**Newark**

Newstead  
Muskham and Farnsfield  
Sherwood Forest  
Farndon and Trent

Cllr Chris Barnfather  
Cllr Bruce Laughton  
Cllr John Peck  
Cllr Sue Saddington

**Rushcliffe**

Bingham East

Cllr Francis Purdue-Horan

C1392



**2<sup>nd</sup> November 2020****Agenda Item: 13****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES****SEXUAL ABUSE AND HARMFUL SEXUAL BEHAVIOUR INVOLVING  
CHILDREN IN CARE****Purpose of the Report**

1. The purpose of this report is to provide Committee with information regarding incidents of sexual abuse and harmful sexual behaviour involving children in the care of the Council and the response to such incidents.

**Information**

2. Some information relating to this report is not for publication by virtue of Schedule 12A of the Local Government Act 1972 and is therefore included in an **Exempt Appendix**. Having regard to all the circumstances, on balance the public interest in disclosing this information does not outweigh the reason for exemption because the information could lead to the identification of individuals or prejudice ongoing investigations.
3. On 18<sup>th</sup> September 2019 Policy Committee received a report on the Council's initial response to the Independent Inquiry into Child Sexual Abuse. Contained in the report was an action plan including a commitment that a reporting process would be developed to provide oversight regarding incidents of sexual abuse and harmful sexual behaviour involving children in care, and the response to such incidents. This report provides details on such incidents that occurred during the period 1<sup>st</sup> July 2019 – 30 June 2020. Further reports will be provided at six monthly intervals and three months in arrears.

**Allegations Against Staff in Residential Children's Homes**

4. Three allegations were received by the Local Area Designated Officer (LADO) about contemporary allegations against staff members or volunteers relating to Nottinghamshire children in homes run or commissioned by Nottinghamshire County Council during the last 12 months. In two cases LADO and police investigations are ongoing and it is not in the public interest to provide details in this public report as it may identify the individuals concerned or prejudice the investigations. In the third case a LADO investigation took place and has been concluded and following a strategy meeting no police investigation was required. The details of this incident are not being made public as this may identify either the staff member or the child. Details are provided for Members of the Committee in the **Exempt Appendix**.

## **Allegations Against Local Authority Foster Carers**

5. No allegations were received by the Local Area Designated Officer about contemporary allegations of sexual abuse against Nottinghamshire children by Local Authority foster carers.

## **Allegations Against Foster Carers Working for Independent Agencies**

6. No allegations were received by the Local Area Designated Officer about allegations of sexual abuse against Nottinghamshire children cared for by carers from independent foster agencies (IFAs). Three allegations were received regarding carers in Nottinghamshire but none were caring for a Nottinghamshire child.

## **Other Incidents and Allegations Relating to Children in Care during the period**

7. Staff across Local Authority Children's Services and from the Council's commissioned provider remain highly alert to any risks to children in care and even the most minor of allegations or concerns are fully investigated. Over the past 12 months there have been a number of incidents of concern falling into the following categories:
  - abuse committed by peers
  - attempts or actual contact by adults outside of the care environment as an attempt to sexually exploit the child either by electronic means or in person.
8. As the details of these incidents could lead to the identification of individual children or prejudice ongoing investigations these are provided in the **Exempt Appendix** along with the outcomes of investigations where applicable.

## **Other Options Considered**

9. This report supports the Council's initial response to the Independent Inquiry into Child Sexual Abuse and as such other options have not been considered.

## **Reason for Recommendations**

10. The recommendations support the role of the Children and Young People's Committee in providing oversight of this important area and identifying any actions that are required to provide further reassurance.

## **Statutory and Policy Implications**

11. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment 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**

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

## **RECOMMENDATION/S**

- 1) That the Committee considers whether there are any further actions it requires arising from the information contained in the report.

**Laurence Jones**

**Service Director, Commissioning and Resources**

**For any enquiries about this report please contact:**

Laurence Jones  
Service Director, Commissioning and Resources  
Children and Families Department  
T: 0115 9773696  
E: [laurence.jones@nottsccl.gov.uk](mailto:laurence.jones@nottsccl.gov.uk)

## **Constitutional Comments (SS 20/10/20)**

13. This report is appropriate to submit to Children and Young People's Committee who must bear in mind that any recommendations they make are also within their remit.

## **Financial Comments (SAS 19/10/20)**

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.

[Independent Inquiry into Child Sexual Abuse – Initial Response: report to Policy Committee on 18th September 2019](#)

## **Electoral Division(s) and Member(s) Affected**

All.

C1390





**2 November 2020****Agenda Item: 14****REPORT OF THE SERVICE DIRECTOR, CUSTOMERS, GOVERNANCE AND  
EMPLOYEES****WORK PROGRAMME****Purpose of the Report**

1. To consider the Committee's work programme for 2020-21.

**Information**

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.
5. The meeting dates and agenda items are subject to review in light of the ongoing COVID-19 period.

**Other Options Considered**

6. None.

**Reason for Recommendation**

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

## **Statutory and Policy Implications**

8. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

## **RECOMMENDATION**

- 1) That the Committee considers whether any amendments are required to the Work Programme.

**Marjorie Toward**

**Service Director, Customers, Governance & Employees**

**For any enquiries about this report please contact:**

Martin Gately  
Democratic Services Officer  
T: 0115 977 2826  
E: martin.gately@nottsgov.uk

## **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**

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.

- None

## **Electoral Division(s) and Member(s) Affected**

- All

## **CHILDREN & YOUNG PEOPLE'S COMMITTEE - WORK PROGRAMME 2020-21**

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
<b>30 November 2020</b>			
Children and young people core data set - performance and finance for Quarter 2 2020/21	Quarterly performance report	Nigel Stevenson	Dave Gilbert
Elective Home Education update	Six-monthly update	Marion Clay	Sarah Whitby
Manners Sutton Primary School, Averham, Newark – outcome of initial consultation regarding closure		Marion Clay	Marion Clay/ Mike Sharpe
Outcome of consultation on closure of the residential unit at Fountaindale Special school		Marion Clay	Chris Jones
School Capital Programmes update		Derek Higton	Mick Allen/ Phil Berrill
Best Start Strategy 2020-2025		Laurence Jones	Irene Kakoullis
Childcare Sufficiency Assessment 2020	Annual report	Laurence Jones	Irene Kakoullis
Nottinghamshire Safeguarding Children Partnership annual report 2019/20	Annual report	Laurence Jones	Steve Baumber
Local Transformation Plan for children and young people's emotional and mental health	Six-monthly update	Jonathan Gribbin	Rachel Clark
Ofsted Inspection of Children's Services – improvement plan progress		Colin Pettigrew	Lucy Peel
Social work apprenticeships		Steve Edwards	Lucy Peel
Update on the Remodelling Practice programme	Quarterly report	Steve Edwards	Lucy Peel/ Holly Smitheman
Schools Forum and Education Trust Board officer group report	Annual officer group report	Marion Clay	Marion Clay
<b>Corporate Parenting items:</b>			
Partnership Strategy for Looked After Children and Care Leavers 2018-2021	Annual report on work of Partnership Board & impact of Strategy	Marion Clay	Jo Mathieson
Virtual School annual report	Annual report	Marion Clay	Sue Denholm
Independent Reviewing Officer Service annual report		Laurence Jones	Izzy Martin
Foster carers items			

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
<b>18 January 2021</b>			
Children's Services Workforce Health Check Survey 2020	Annual report	Laurence Jones	Liz Maslen
Children Missing Education	Six-monthly update	Marion Clay	Karen Hughman/ Sarah Whitby
Tackling Emerging Threats to Children Team		Marion Clay	Sarah Lee
Troubled Families Programme in Nottinghamshire update	Six-monthly update	Steve Edwards	Rachel Miller
Harmful Sexual Behaviour by children – annual report		Laurence Jones	Claire Sampson
Nottinghamshire Outstanding Achievement 4Uth Award 2020	Annual update report	Laurence Jones	Pom Bhogal
<b>Corporate Parenting items:</b>			
Adoption East Midlands Regional Adoption Agency update: April to September 2020		Steve Edwards	Tracey Coull
Promoting and improving the health of Looked After Children	Annual report and including CAMHS Looked After and Adoption team annual report	Steve Edwards	Lucy Peel/ Katharine Browne
Destination of Year 12-13 Looked After young people cohort 2020-2021		Marion Clay	Sue Denholm
Fostering Service annual report		Steve Edwards	Ty Yousaf
Contact Service annual report	Annual report	Steve Edwards	Devon Allen
Improving the emotional health of looked after children	Six-monthly update	Steve Edwards	Lucy Peel/ Katharine Browne
Children's Homes Governance Board update	Six monthly report	Laurence Jones	Laurence Jones
<b>22 February 2021</b>			
Progress on Improving the Effectiveness and Efficiency of the Children's Services Plan	Quarterly update	Laurence Jones	Laurence Jones
Your Nottinghamshire, Your Future – Departmental Strategy: six month review of progress (April to September 2020)	Six-monthly review	Colin Pettigrew	Matt Garrard
Admissions applications in the normal admissions round to Nottinghamshire schools and academies – academic year 2020/21		Marion Clay	Mike Sharpe/Claire Wilcoxson

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
Nottinghamshire school admission arrangements 2022-23: determination		Marion Clay	Karen Hughman/ Mike Sharpe/ Claire Wilcoxson
Update on the Remodelling Practice programme	Quarterly report	Steve Edwards	Lucy Peel/ Holly Smitheman
Principal Child and Family Social Worker - annual report 2019/20	Annual report	Steve Edwards	Diana Bentley
Local Authority governor appointments to school governing bodies	Quarterly report	Marion Clay	Sarah Sayer
<b>Corporate Parenting items:</b>			
Destination of Year 12-13 Looked After young people cohort 2020-2021		Marion Clay	Sue Denholm
Outcomes of review of governance arrangements of Looked After Children care settings		Laurence Jones	Laurence Jones
<b>15 March 2021</b>			
Children and young people core data set - performance and finance for Quarter 3 2020/21	Quarterly performance report	Nigel Stevenson	Dave Gilbert
<b>Corporate Parenting items:</b>			
Fostering Service recruitment and marketing plan 2021/22		Steve Edwards	Sophie Eadsforth/ Tara Pasque
Foster carers items			
<b>19 April 2021</b>			
Strategy for Improving Educational Opportunities for All – six monthly update		Marion Clay	Koni Rakhit
School Capital Programme progress report	Six-monthly update	Derek Higton	Phil Berrill/ Mick Allen
Local Transformation Plan for children and young people's emotional and mental health - update	Annual refresh	Jonathan Gribbin	Rachel Clark
Schools Forum and Education Trust Board officer group report	Annual officer group report	Marion Clay	Marion Clay
<b>Corporate Parenting items:</b>			
Children's Homes Governance Board update	Six monthly reports	Laurence Jones	Laurence Jones

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER	REPORT AUTHOR
Provision, achievements and progress of the Children in Care Council and participation of children and young people looked after 2020/21		Steve Edwards	Pom Bhogal
Contact Service annual report	Annual report	Steve Edwards	Devon Allen
<b>21 June 2021</b>			
Children and young people core data set - performance and finance for Quarter 4 2020/21	Quarterly performance report	Nigel Stevenson	Dave Gilbert
Children Missing Education	Six-monthly update	Marion Clay	Karen Hughman/ Sarah Whitby
Child Sexual Exploitation and Children Missing from Home and Care: six monthly update	Six monthly update	Laurence Jones	Joe Foley/ Hazel McKibbin
Progress on Improving the Effectiveness and Efficiency of the Children's Services Plan	Quarterly update	Laurence Jones	Laurence Jones
Update on the Remodelling Practice programme	Quarterly report	Steve Edwards	Lucy Peel/ Holly Smitheman
Elective Home Education update	Six-monthly update	Marion Clay	Sarah Whitby
Local Authority governor appointments to school governing bodies	Quarterly report	Marion Clay	Sarah Sayer
<b>Corporate Parenting items:</b>			
Improving the emotional health of looked after children	Six-monthly update	Steve Edwards	Lucy Peel/ Katharine Browne
Child Sexual Exploitation and Children Missing from Home and Care: annual report 2020/21	Annual update	Laurence Jones	Joe Foley/ Hannah Johnson
Fostering Service annual report		Steve Edwards	Ty Yousaf
Virtual School annual report	Annual report	Marion Clay	Sue Denholm
Independent Reviewing Officer Service annual report		Steve Edwards	Izzy Martin
National Minimum Fostering Allowances and Levels Payments to Foster Carers 2021/22	Annual determination	Steve Edwards	Ty Yousaf/ Tara Pasque
<b>19 July 2021</b>			
Outcomes of Ofsted inspections of schools		Marion Clay	Diane Ward
<b>Corporate Parenting items:</b>			
Foster carers items			



